Nova S
Labour

COLLECTIVE AGREEMENT SURVEY 1971

IN NOVA SCOTIA HOSPITALS

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COLLECTIVE AGREEMENT SURVEY

IN

NOVA SCOTIA HOSPITALS

ECONOMICS AND RESEARCH DIVISION

NOVA SCOTIA DEPARTMENT OF LABOUR

HALIFAX, NOVA SCOTIA

HONOURABLE LEONARD L. PACE, Q.C.
MINISTER

R. E. ANDERSON
DEPUTY MINISTER

PREFACE

In the past year, there has been an increasing importance placed on industrial relations research and it is the intention of the Economics and Research Division of the Nova Scotia Department of Labour to become more involved in analyzing cause and effect relationships in this field.

This year, the newly formed Nurses Staff Association has been incorporated into the study. Due to the vast difference in the type of employee and the nature of the work performed by the general worker and the Registered Nurse it was necessary to have a separate section that dealt exclusively with the Nurses Staff Association.

This particular publication analyzes the provisions of collective agreements in the unionized hospitals in Nova Scotia. Current information is provided on working conditions, fringe benefits and wages. The 1969 survey is also utilized by way of historical comparisons which serve as an indicator of patterns which have emerged on the collective bargaining scene.

Jean Dobson (Mrs.)
Director

Economics and Research Division
Nova Scotia Department of Labour
Halifax, Nova Scotia

- 1971 -

INTRODUCTION

Of approximately 7,500 unionized employees in the service industry of Nova Scotia, 2,689[1] are hospital workers. This survey covers approximately 92 percent of that total.

The first Nurses' Staff Association was certified in May, 1969. Since that time, a total of sixteen Nurses' Staff Associations have been certified by the Nova Scotia Labour Relations Board. This survey covers eleven of their collective agreements.

It was necessary to establish cut-off dates. Collective agreements that expired before January 1, 1971, or became effective after June 1, 1971, were excluded.

The survey attempts to analyze the complete universe of hospital employees, that is, both the general hospital workers and the nursing staff. To this end, the report provides a separate section for both types of employees, and in the case of the general hospital worker, a further subdivision was made to facilitate historical comparisons.

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[1] Economics and Research Division, Nova Scotia Department of Labour, "Labour Organization in Nova Scotia," Fall, 1969.

HIGHLIGHTS

1969 - 1971

Term of Agreement

The trend has been for a shorter contract period, but it has levelled off at the two year mark for general workers while 80 percent of the nurses agreements, which include 92.3 percent of the nurses, are for a one year period.

Security Provision

It was observed in 1969 that the Union Shop and Rand Formula methods were the most dominant form of union security. These continue to be dominant in 1971 for both the general workers and the nursing staff.

Check-Off

Approximately 90 percent of all general employees were obligated to pay union dues or their equivalent which is a slight increase over 1969 while 100 percent of the nurses must pay their Association dues.

Seniority Recognition

A noticeable change in this provision has occurred since 1969. Vacations have been added to the more popular provisions, i.e. layoffs, promotions and rehirings. Vacations have now become an important element in seniority recognition. This is evidenced by the fact that in 1969 vacations were not included as part of the seniority package, but in 1971, nearly 86 percent of the agreements provided for priority in taking vacations as part of seniority recognition.

Permanent Employee Qualification

The length of time for an employee to gain permanent employee status has increased since 1969. Thirty-nine percent of the general employees contracts and 70 percent of the nurses contracts require a three month probationary period. Agreements requiring two months, the predominant provision in 1969, have dropped from 50 percent to 35 percent.

HIGHLIGHTS (Cont'd)

Grievance Procedure

The most prevalent manner of initiating a grievance for both the general workers and the nurses continues to be the spoken word. Over three quarters of the collective agreements for the two groups specify this method.

The majority of contracts do not specify the time period which enables the agrieved person to air his difference.

Application of Work Week

The 40-hour work week, including a one-half hour meal period, continues to be the most popular working agreement. A five day work week, to be consecutive if possible with two days off, is prominent in one-half of the collective agreements for both the nursing staff and the general hospital workers.

Overtime Rates

Changes in overtime rates of pay after daily or weekly hours on Saturday[2] and Sunday[3] were very slight over the two survey periods. Time and one-half the employee's regular rate held for approximately 80 percent of the agreements.

Three agreements provided the employees who work on Saturday with time and one-half followed by a higher rate while one agreement provided the employees who work on Sunday with time and one-half followed by a higher rate.

Pay Rates for Holidays Worked

The premium holiday rate for general workers is double time in 54 percent of the contracts which differ from the nurses who get straight time and another day off.

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2 Refers to either Saturday or sixth day not normally worked.

3 Refers to either Sunday or seventh day not normally worked.

HIGHLIGHTS (Cont'd)

Requirements for Paid Holidays

The majority of contracts for both the nurses and the general employees continues as in 1969 to require employees to work their normal shift prior to and following the holiday.

Paid Statutory Holidays

The number of agreements with the general employees providing for ten paid holidays dropped from 90 percent in 1969 to about 80 percent in 1971. This was reflected in a new provision of 11 per year in approximately 10 percent of the agreements. Ninety percent of the nurses agreements provided for nine statutory holidays a year.

Provision for Paid Holidays During Vacation

The number of agreements providing for either, one day's vacation or an extra day's pay for a holiday falling during an employee's vacation, was down to 46 percent from 60 percent in 1969 for the general employees. Ten percent of the nurses agreements studied had no provision for paid holidays falling during the vacation period.

Paid Vacation

The average length of the vacation period has increased slightly since 1969. General workers agreements totaling 26 provide for two weeks vacation after one year. The nurses differ as all their agreements provide for three weeks vacation after one year.

Base Rate Increase

The base rate increase is calculated compoundly utilizing the following formula: $\log 1 + r = \frac{12}{P} (\log Wn - \log Wo)$

Where r times 100 is the average annual percentage increase expressed at the compounded rate, P is the duration of the contract

HIGHLIGHTS (Cont'd)

expressed in months, *Wn* is the wage rate on the last day of the new agreement and *Wo* is the wage rate on the last day of the old agreement.

By using this method, increases in wages expressed as a percentage, facilitates the comparison of settlements of differing duration and accurately reflects the annual rate at which wages are increasing. (See Table 15: Lowest Wage Paid, Page 44)

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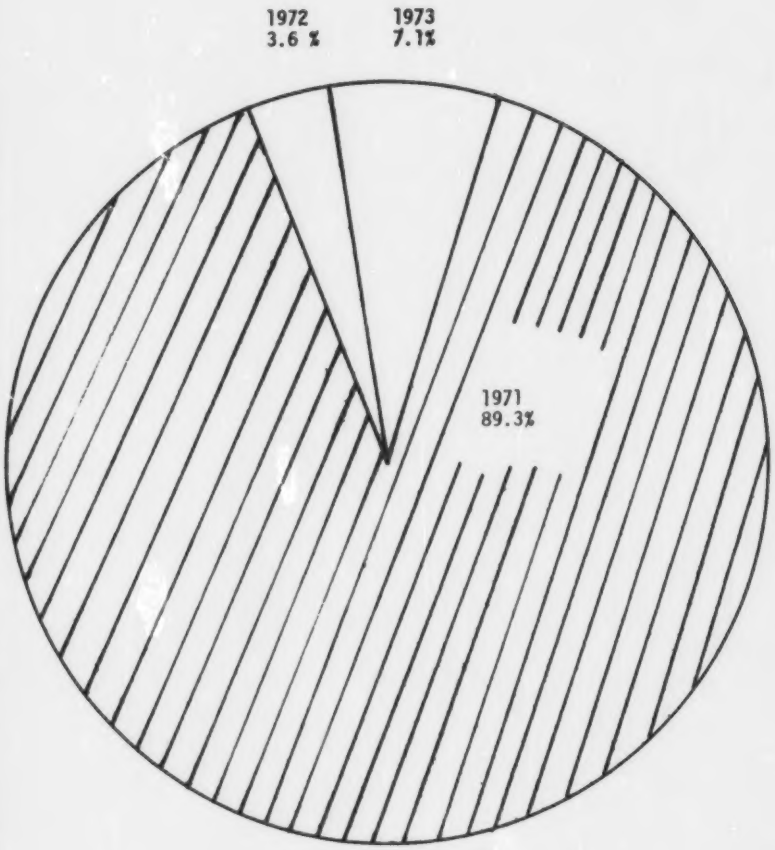
S E C T I O N I

HISTORICAL AND CURRENT COMPARISONS

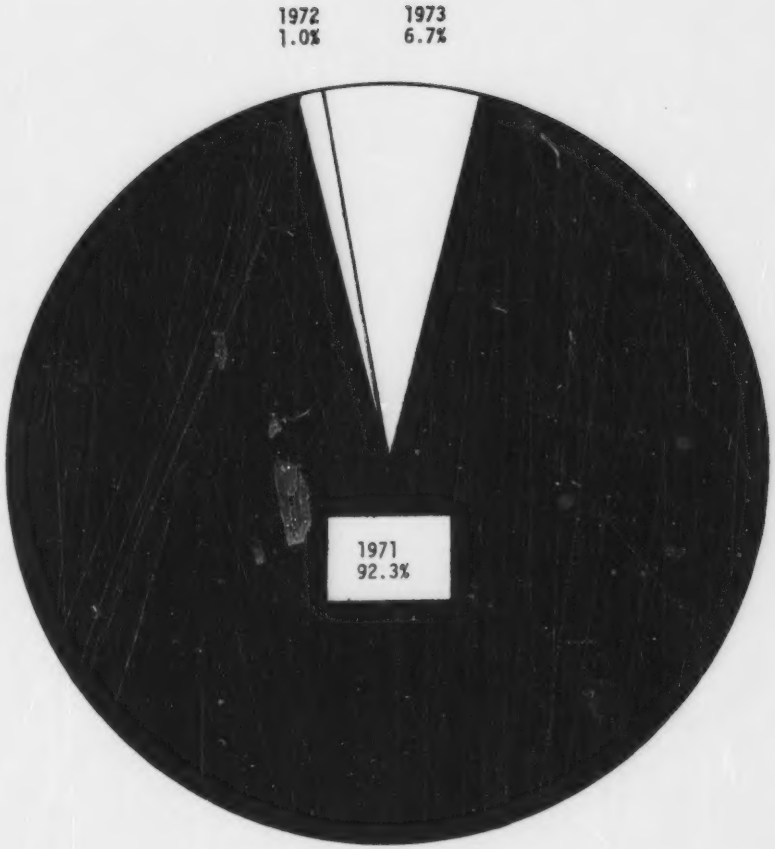
OF

GENERAL HOSPITAL WORKERS' AGREEMENTS

PERCENTAGE DISTRIBUTION OF AGREEMENTS AND EMPLOYEES COVERED
BY YEAR OF EXPIRY



BY AGREEMENTS



BY EMPLOYEES

CHART 1: Term of Agreement

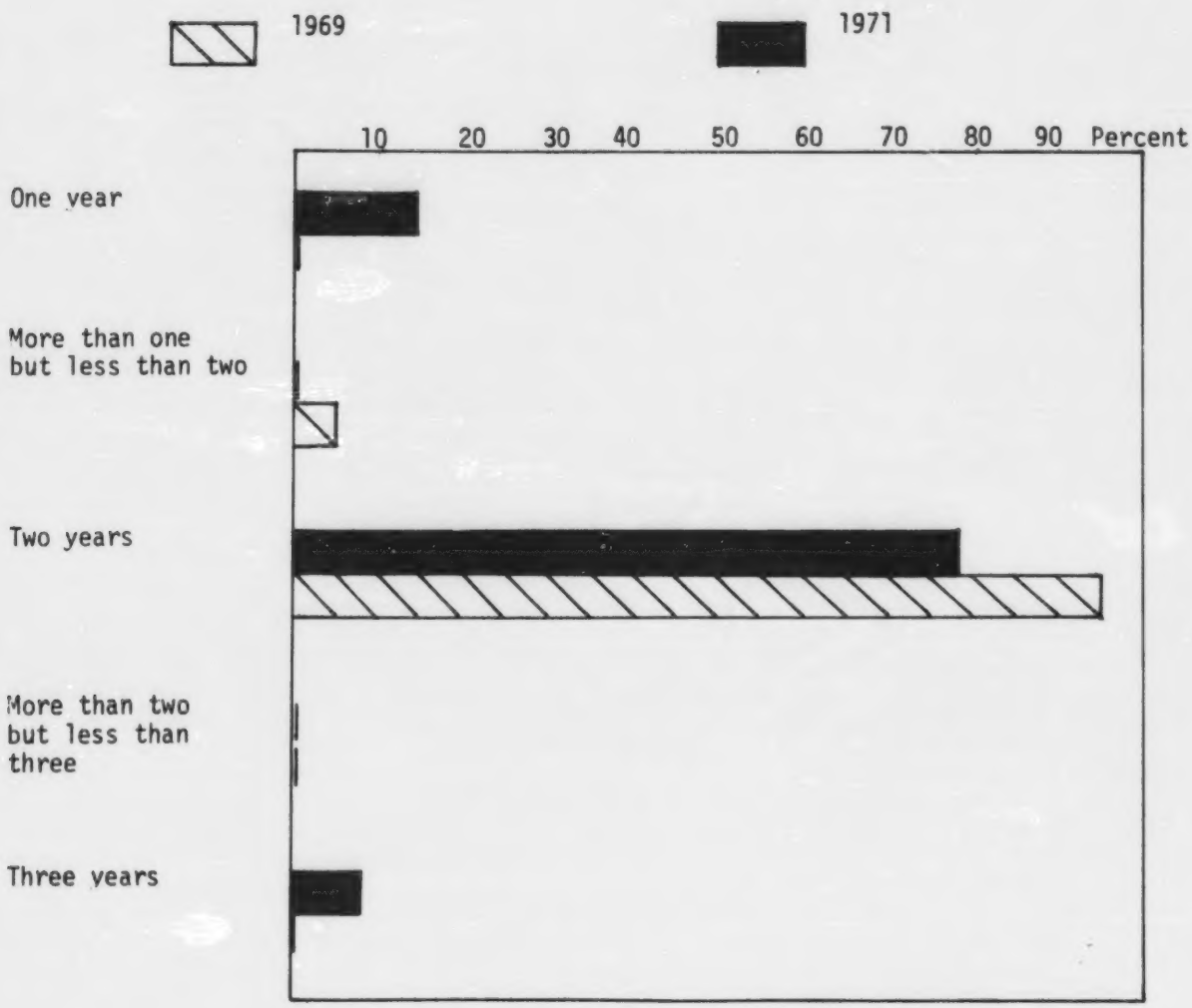


CHART 2: Security Provisions

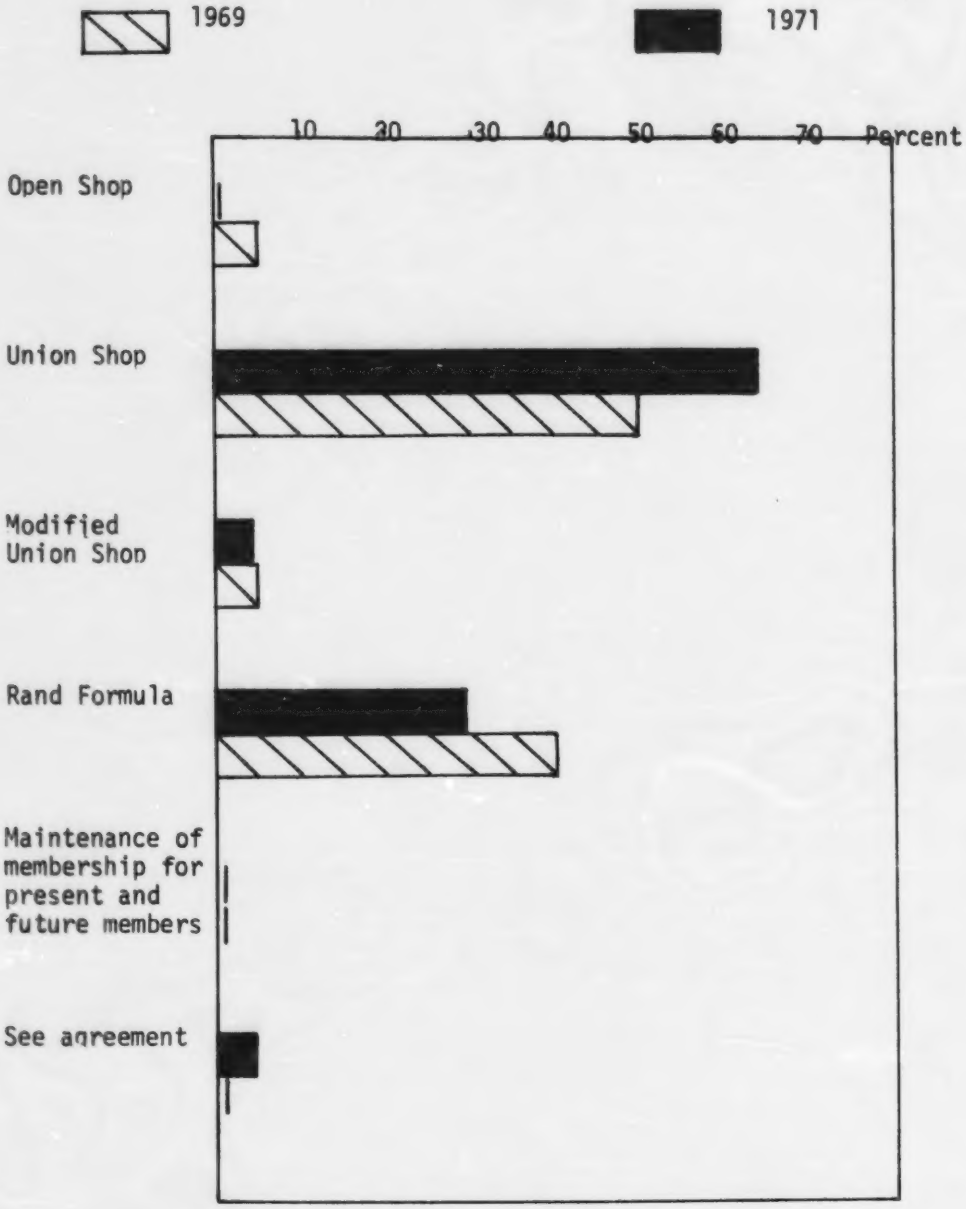


CHART 3: Check-Off

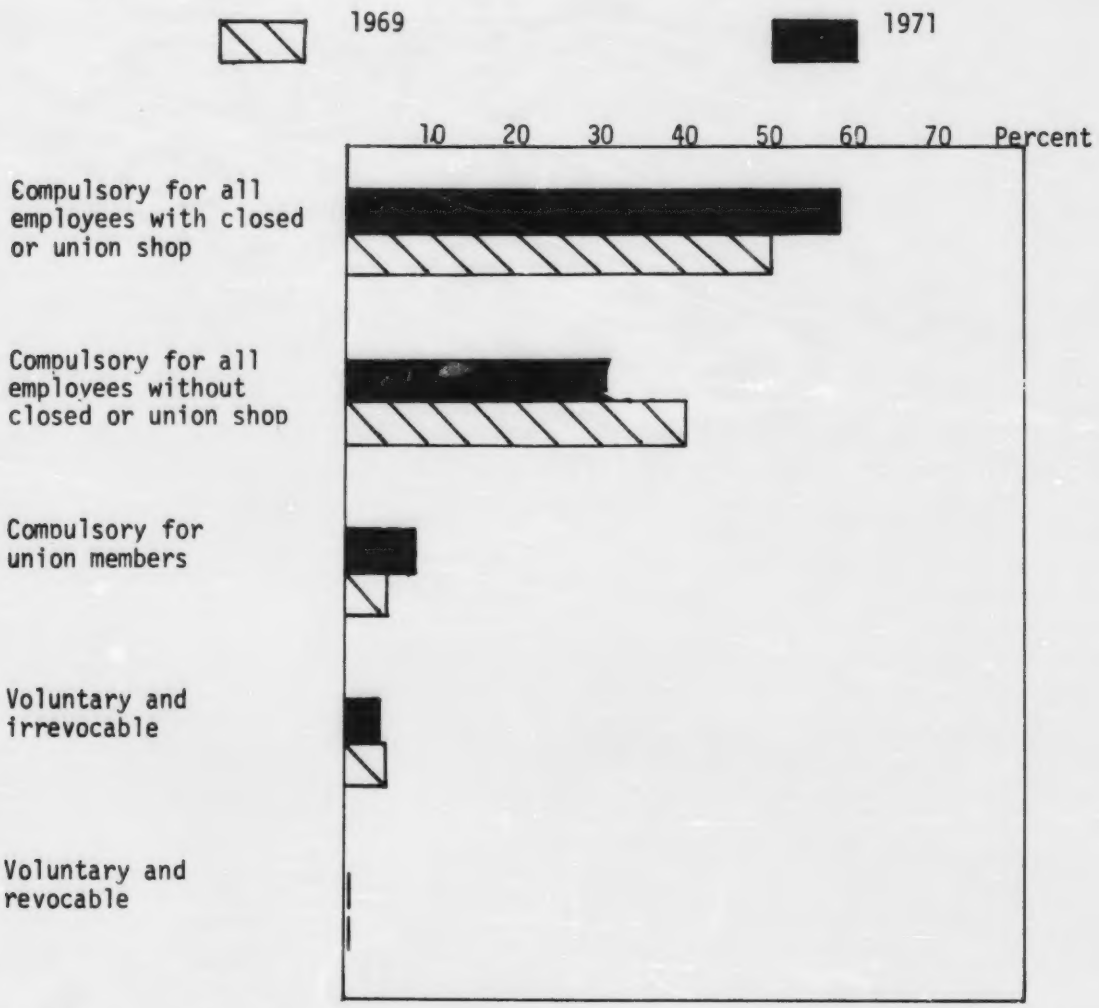
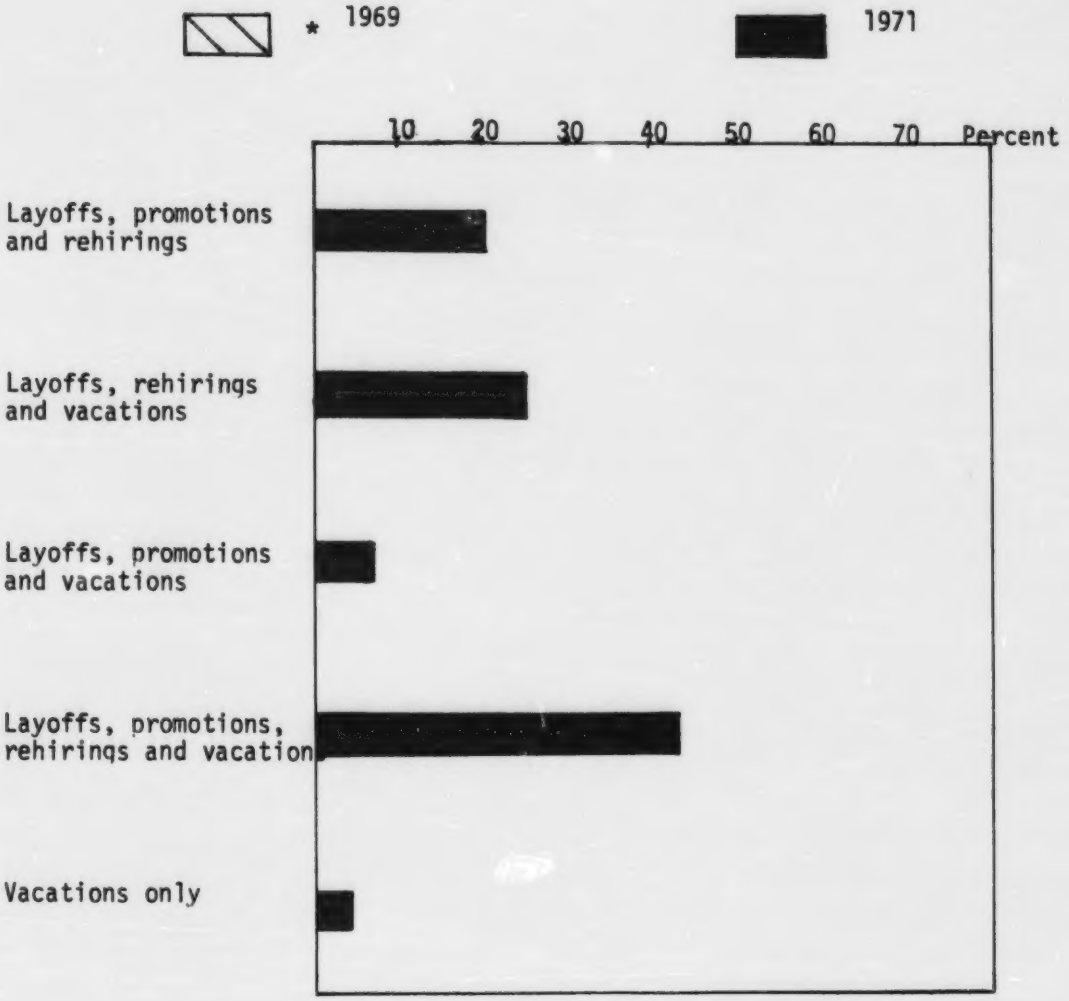


CHART 4: Seniority Recognition



* No 1969 comparison available.

CHART 5: Seniority Unit

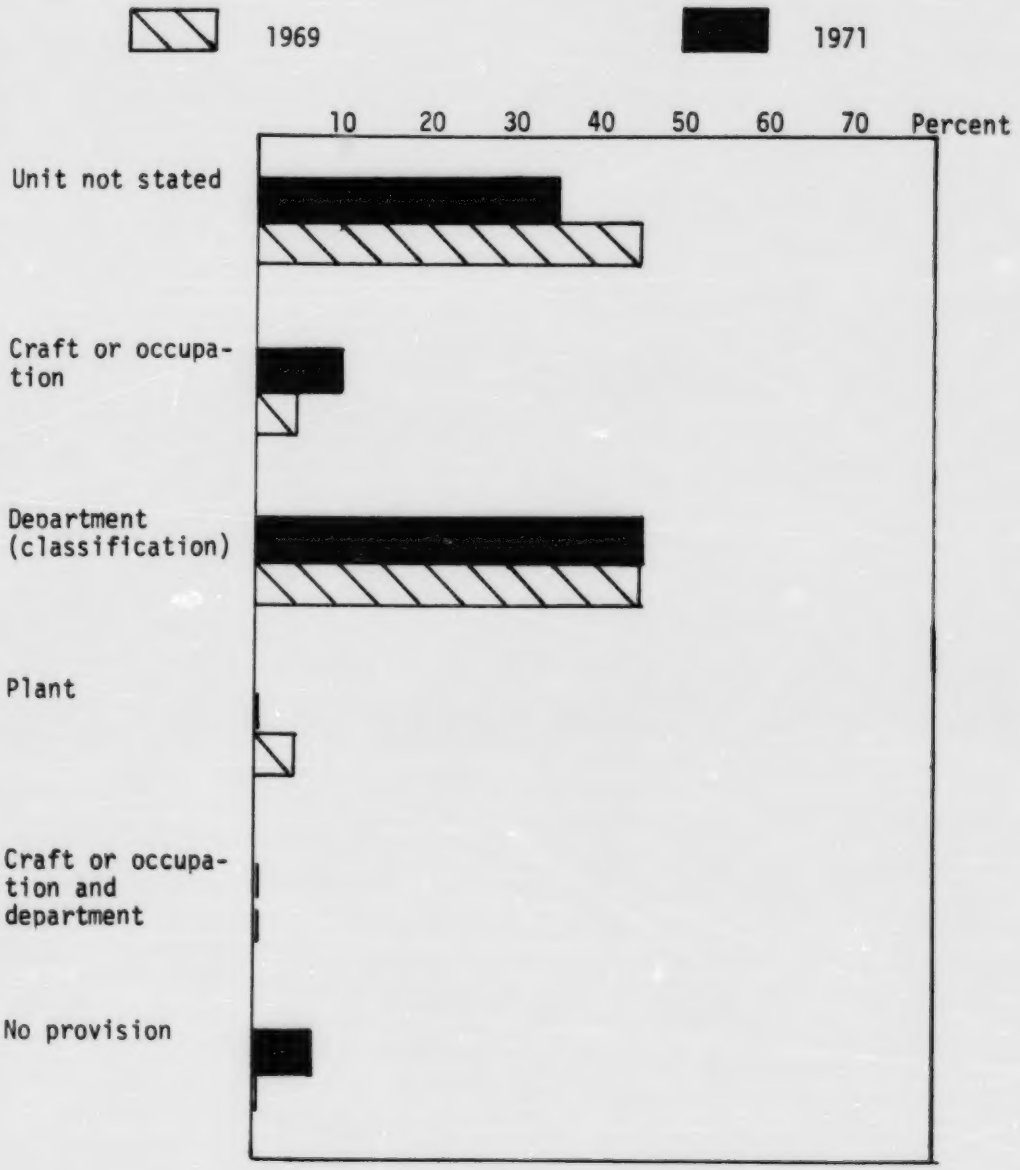


CHART 6: Permanent Employee Qualifications

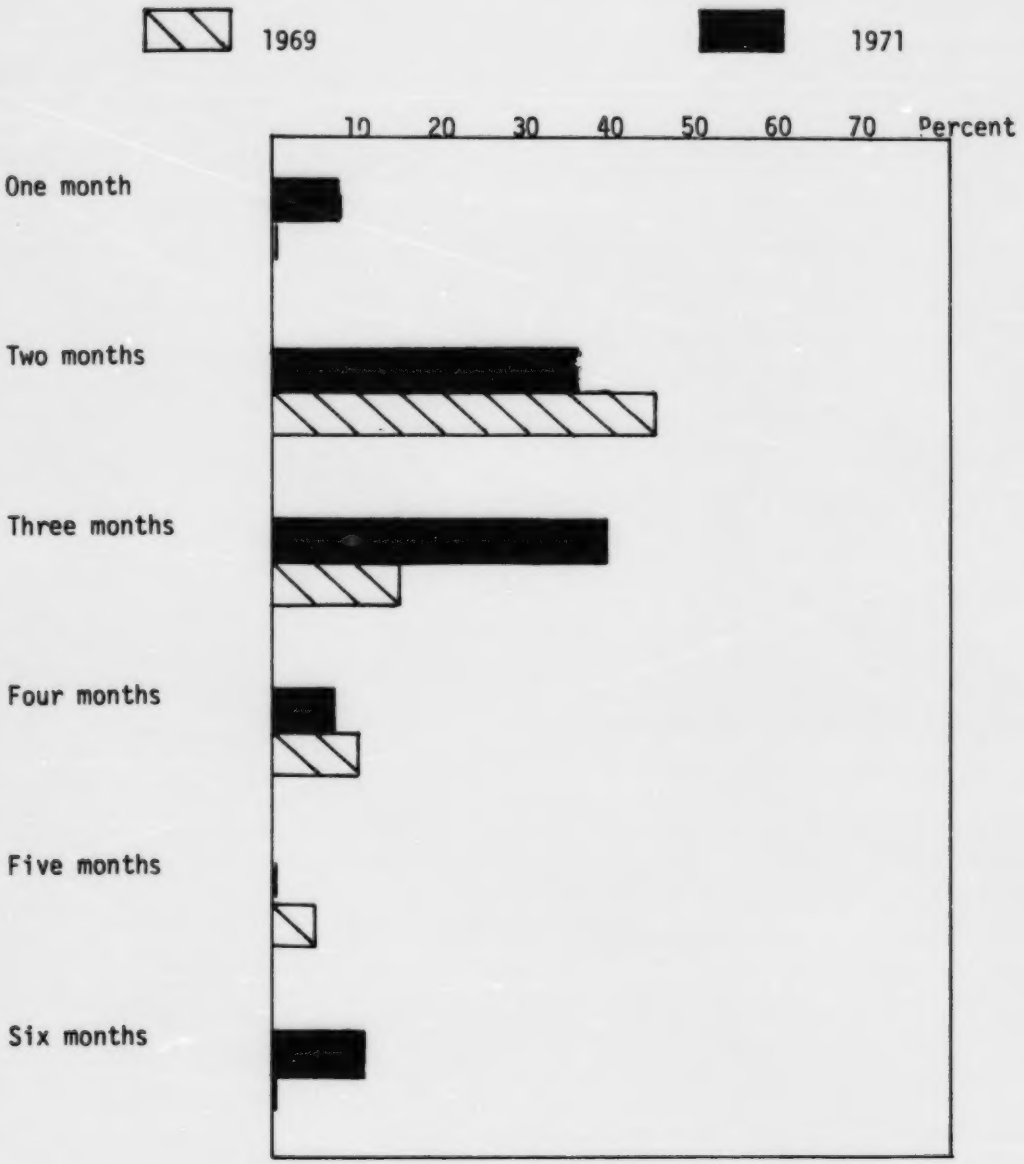


CHART 7: Grievance Procedure

Method of Grievance Procedure

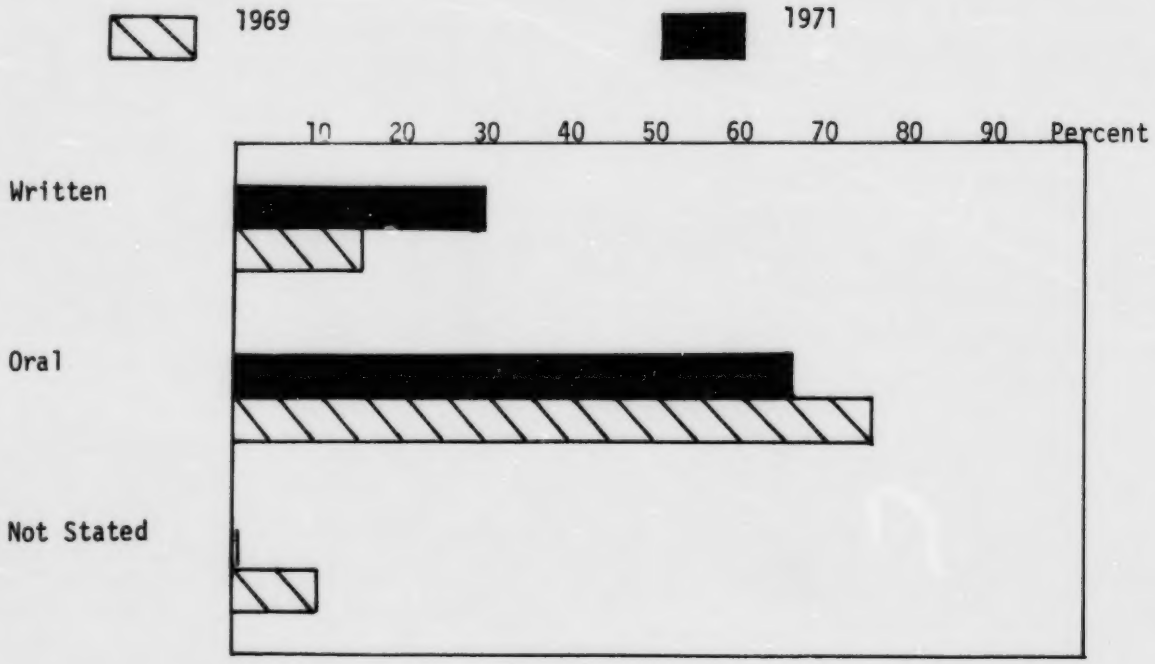


CHART 7: (cont'd) Grievance Procedure

Length of Time to Initiate Grievance

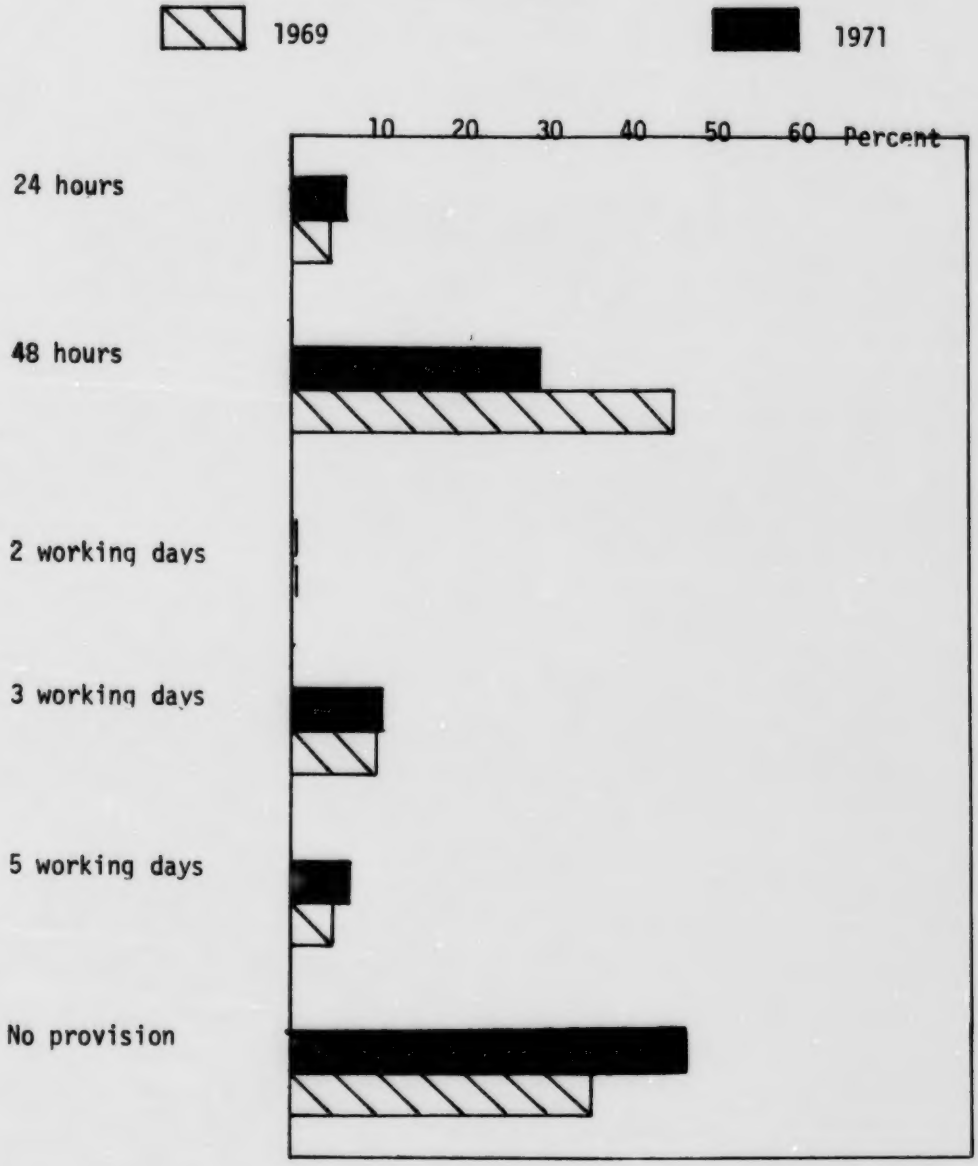
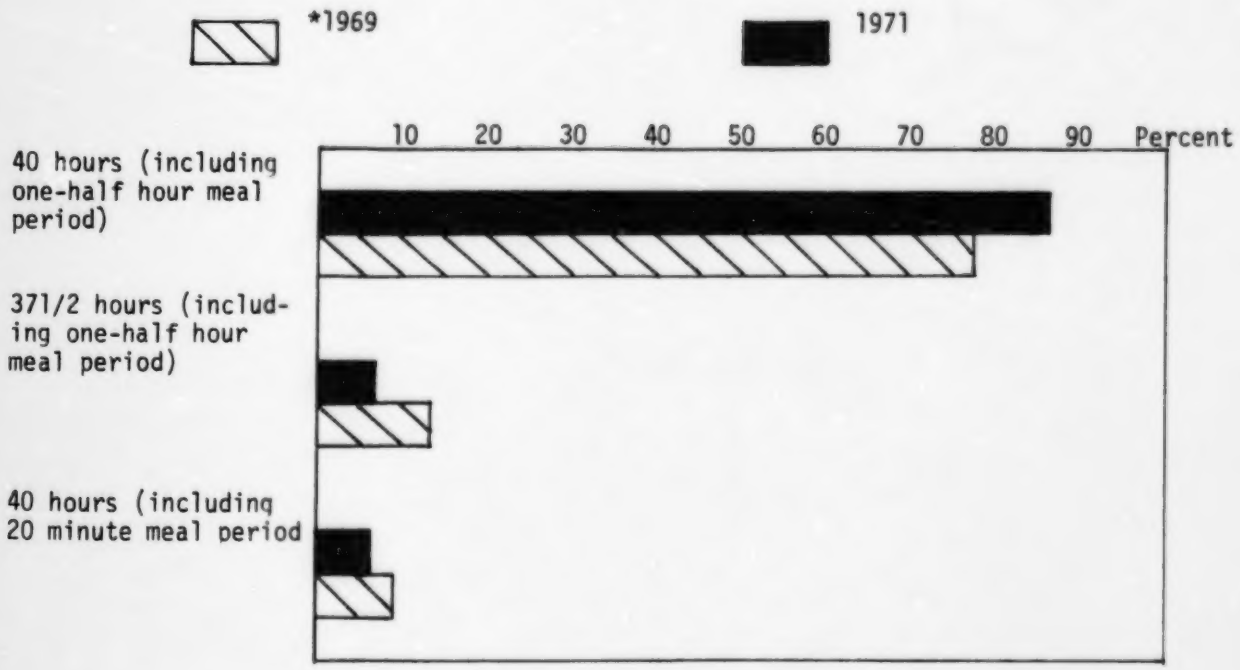


Chart 8: Normal Work Week



* No 1969 comparison available.

CHART 8: (cont'd) Application of Work Week

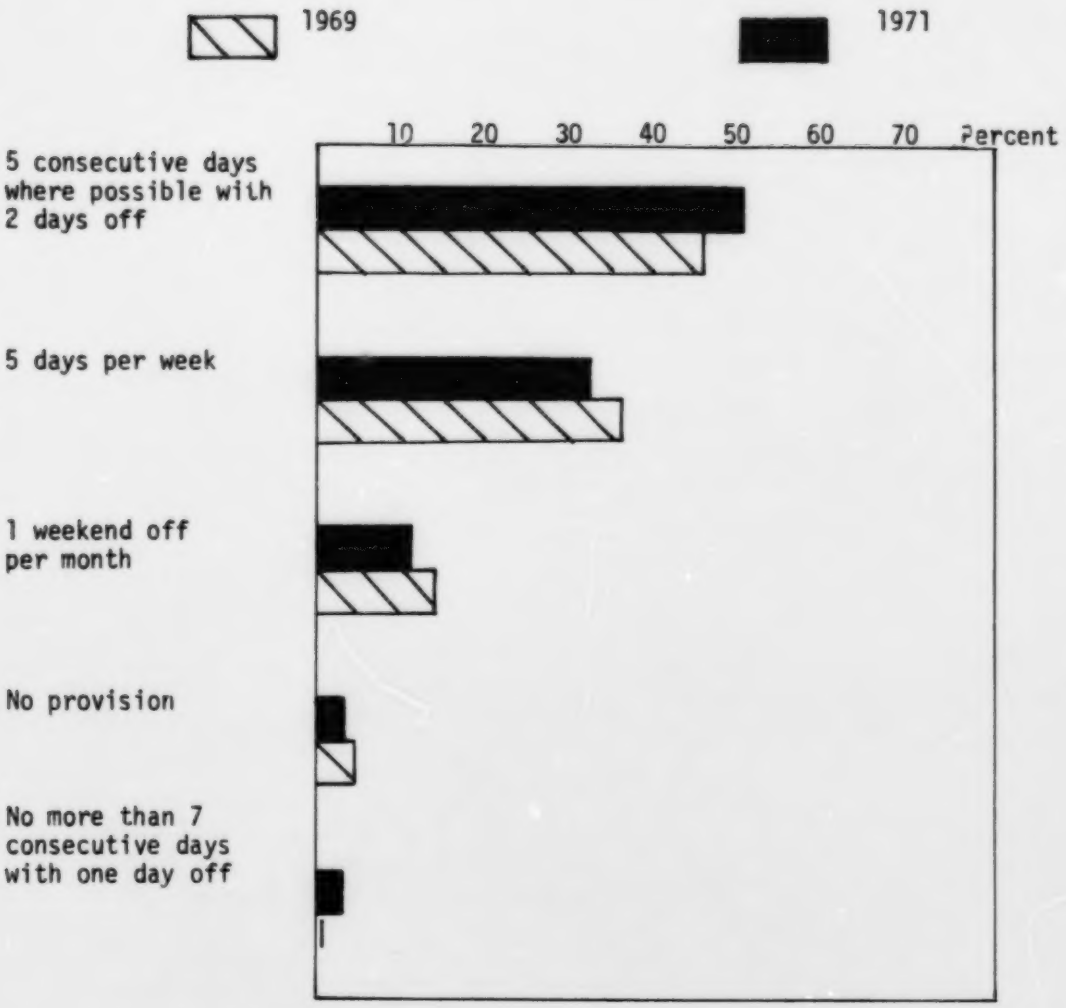


CHART 9: Overtime Rates

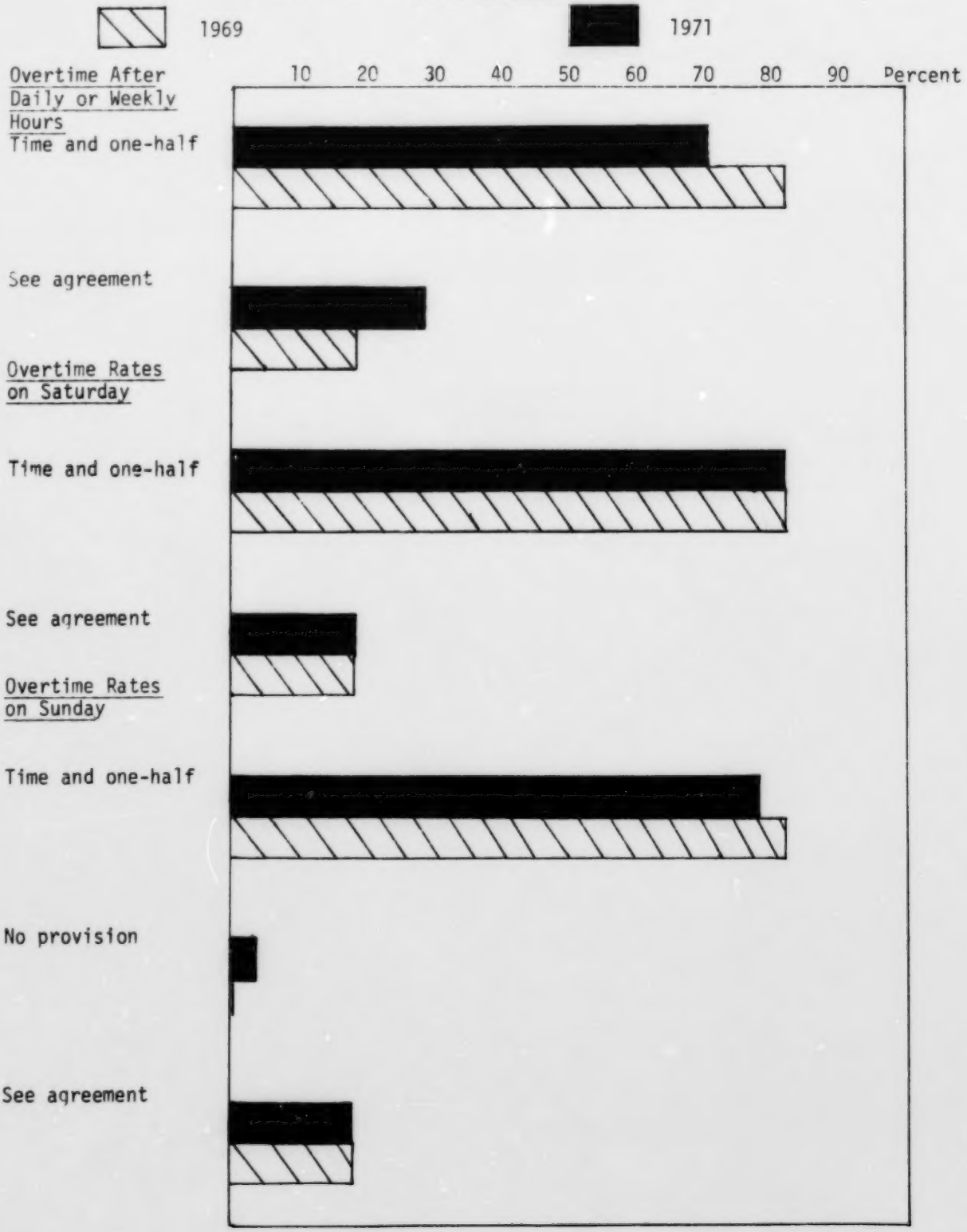


CHART 10: Paid Holidays Provision

Requirements for Paid Statutory Holidays

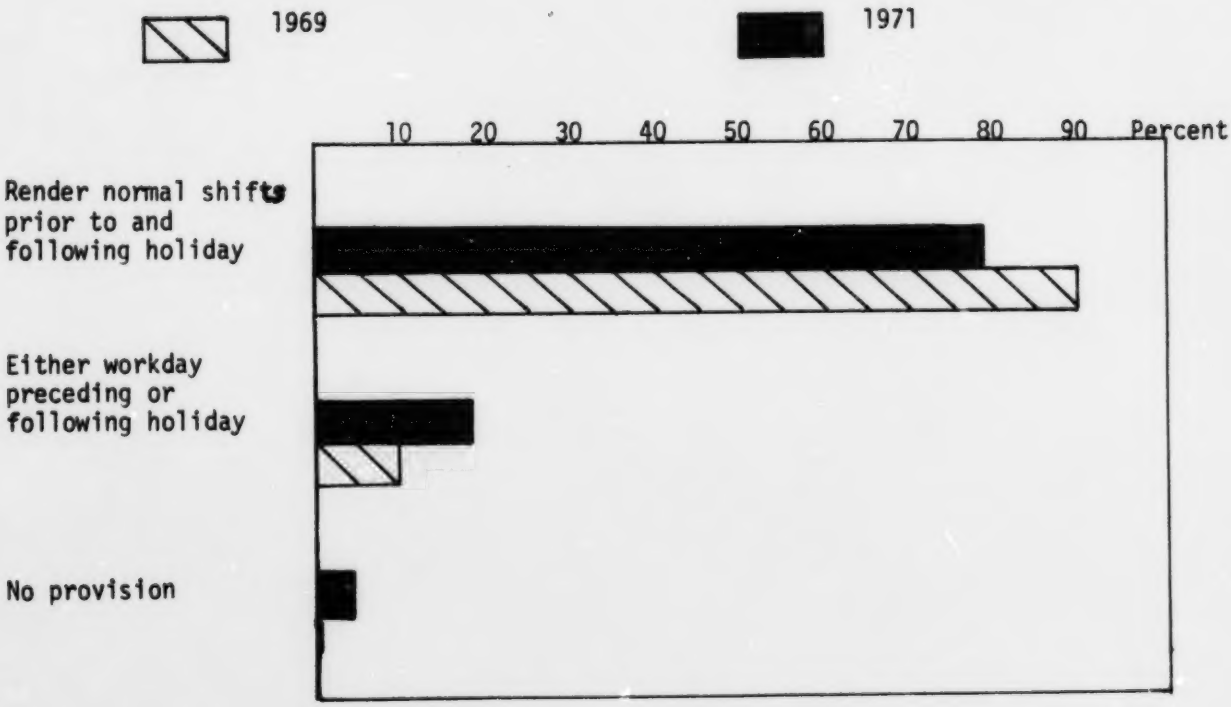


CHART 10: (cont'd) Paid Holidays Provision

Paid Statutory Holidays

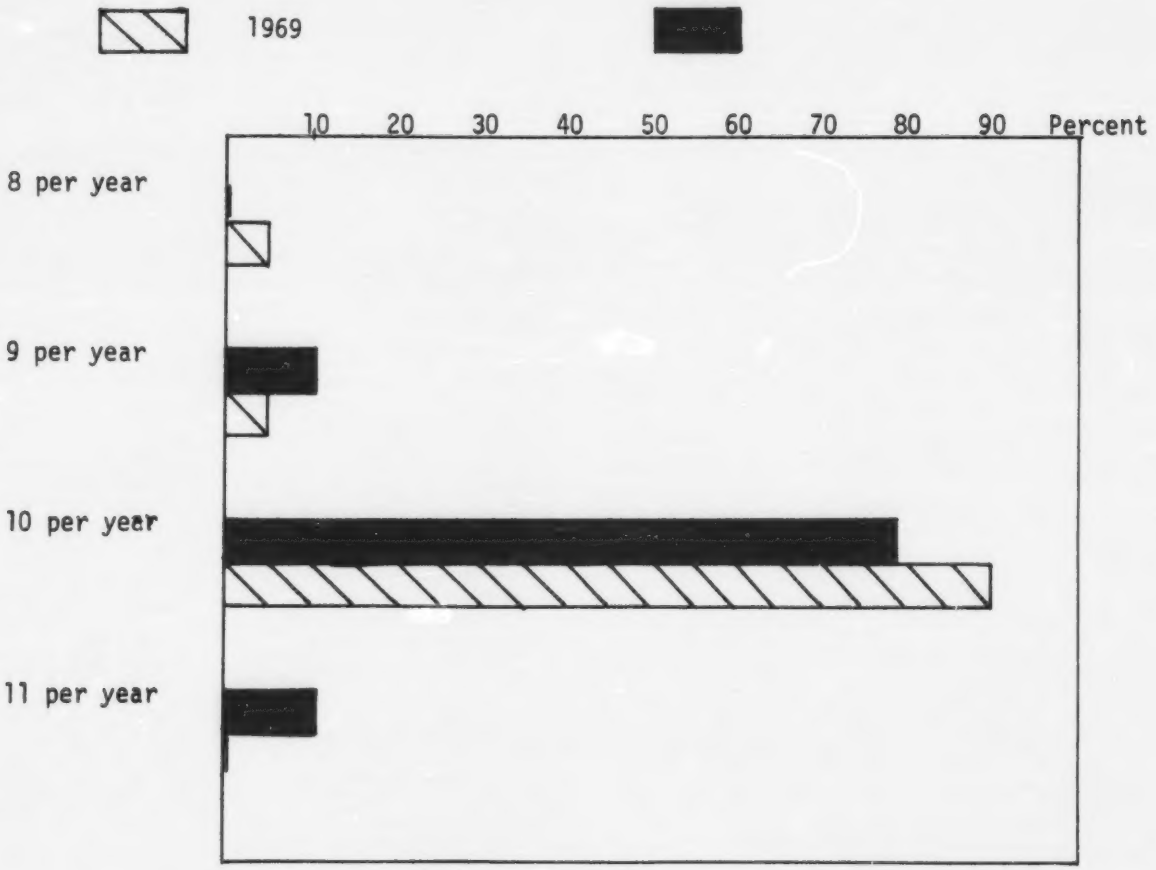


CHART 10: (cont'd) Paid Holidays Provision

Pay Rates for Holidays Worked

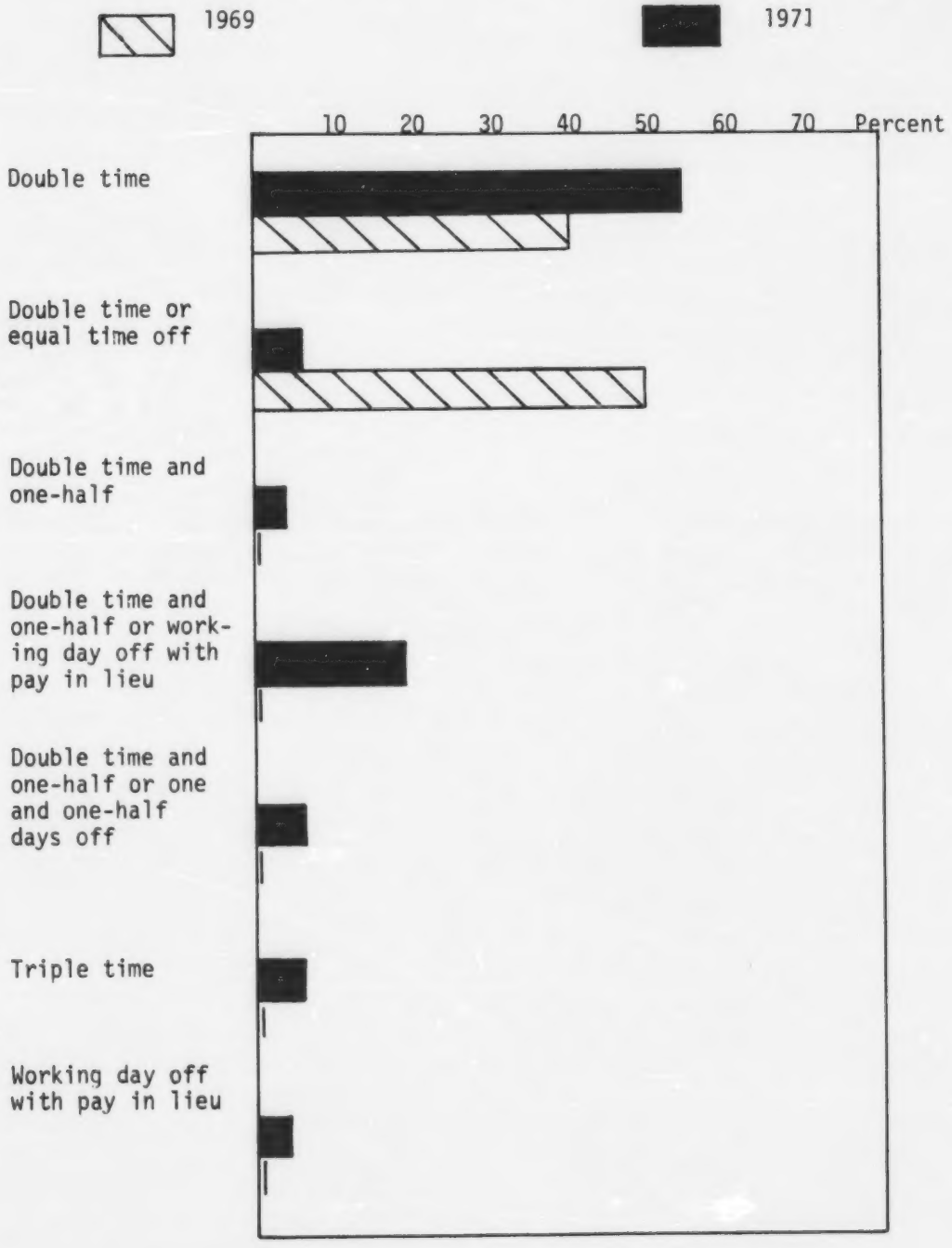


CHART 10: (cont'd) Paid Holidays Provision

Provision for Paid Holidays During Vacation

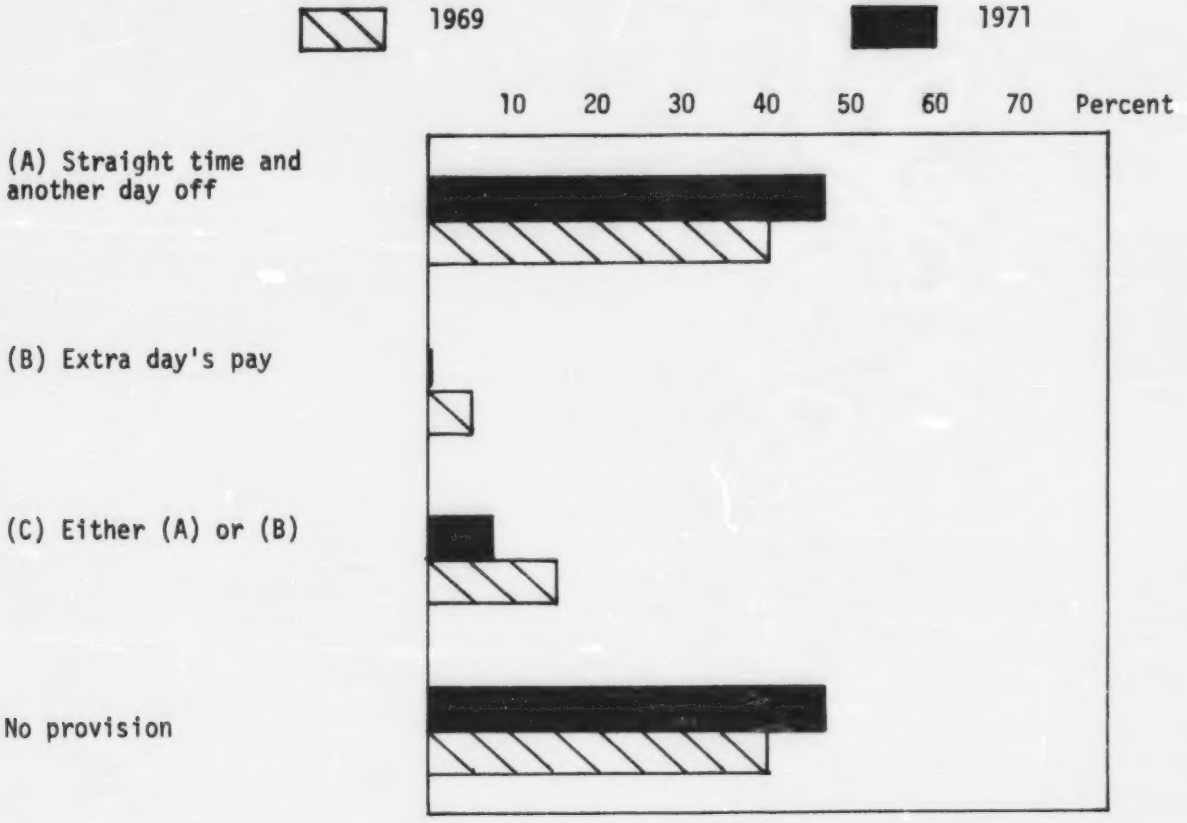


CHART 11: Paid Vacations

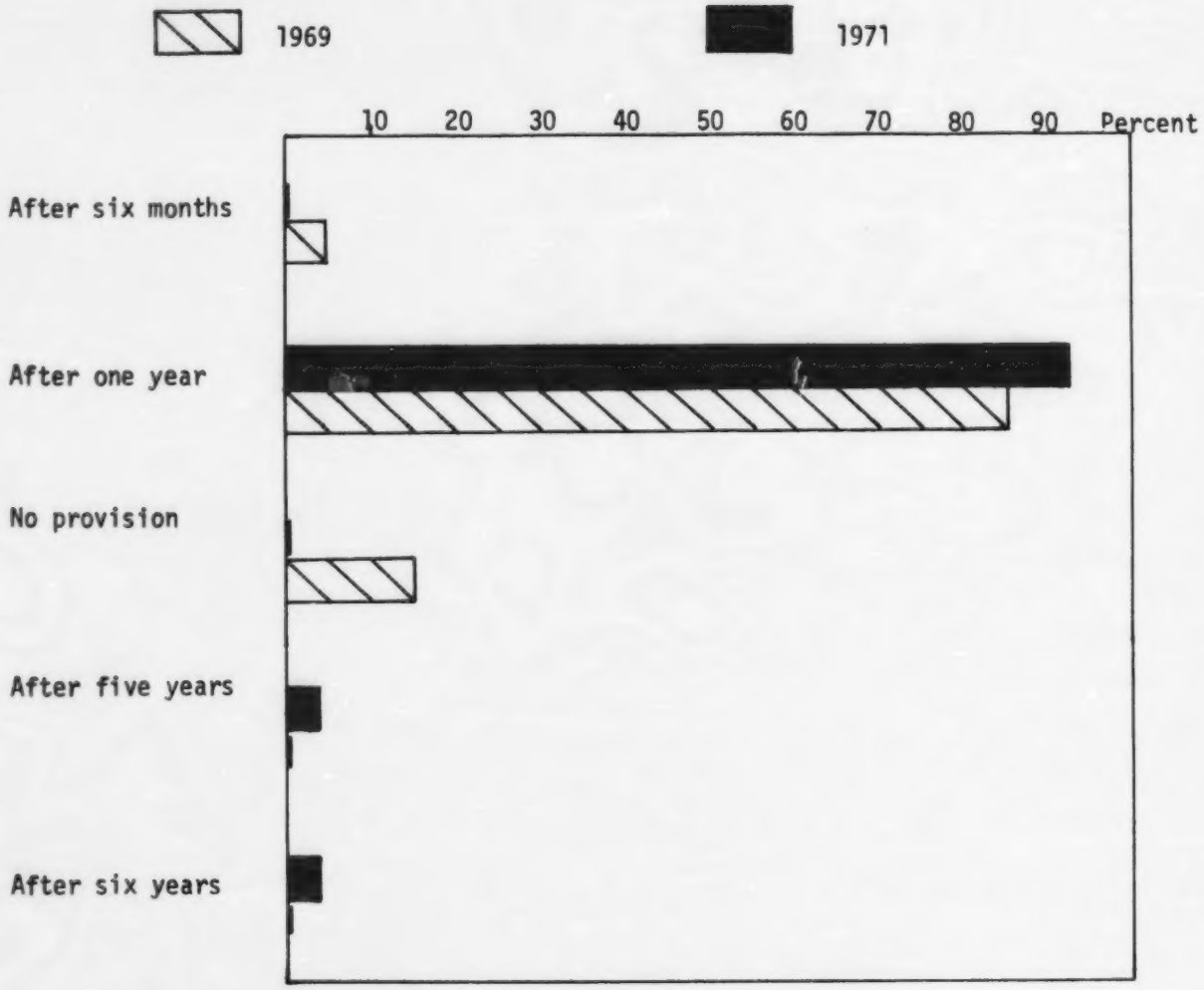


CHART 11: (cont'd) Paid Vacations

Paid Vacation - Three Weeks

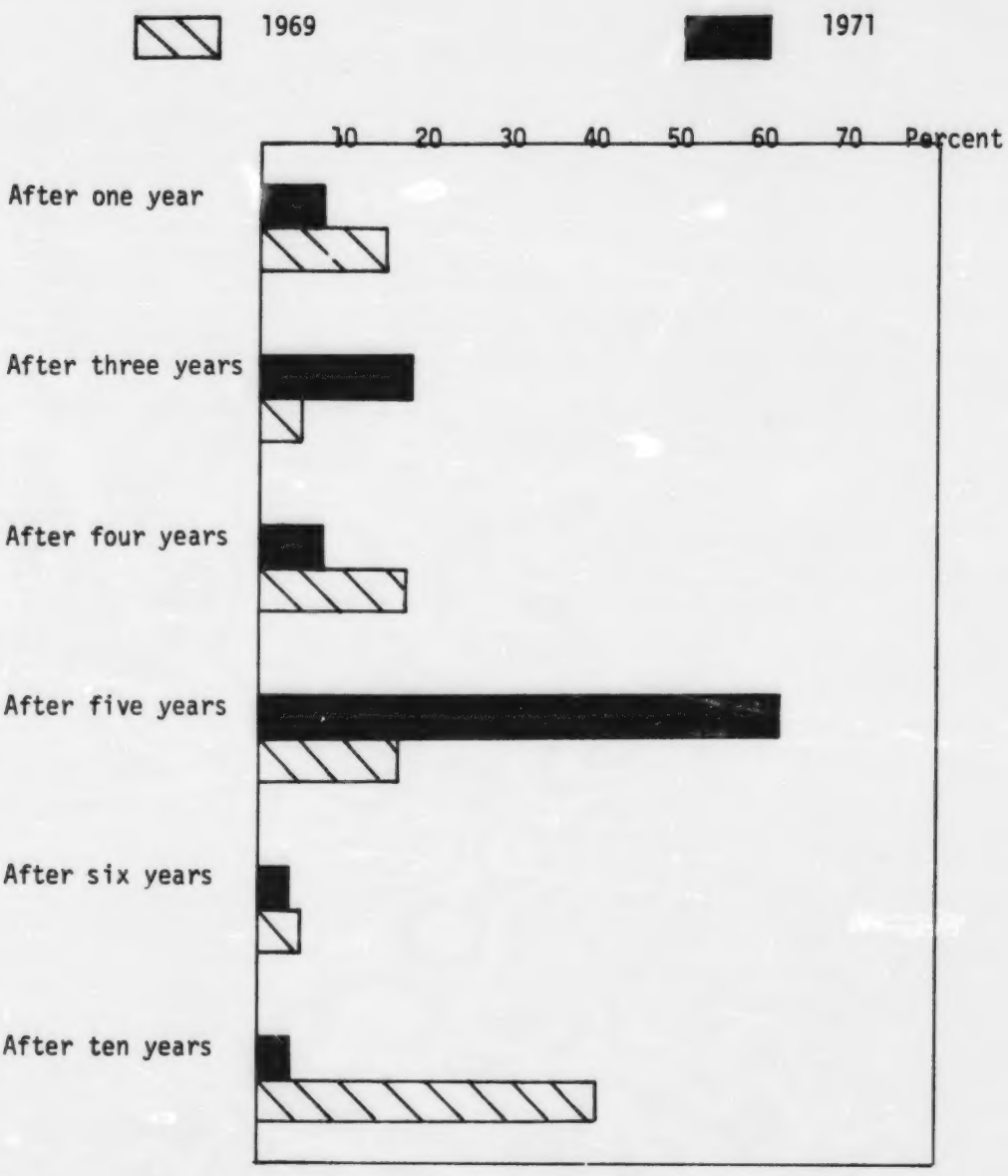


CHART 11: (cont'd) Paid Vacations

Paid Vacation - Four Weeks

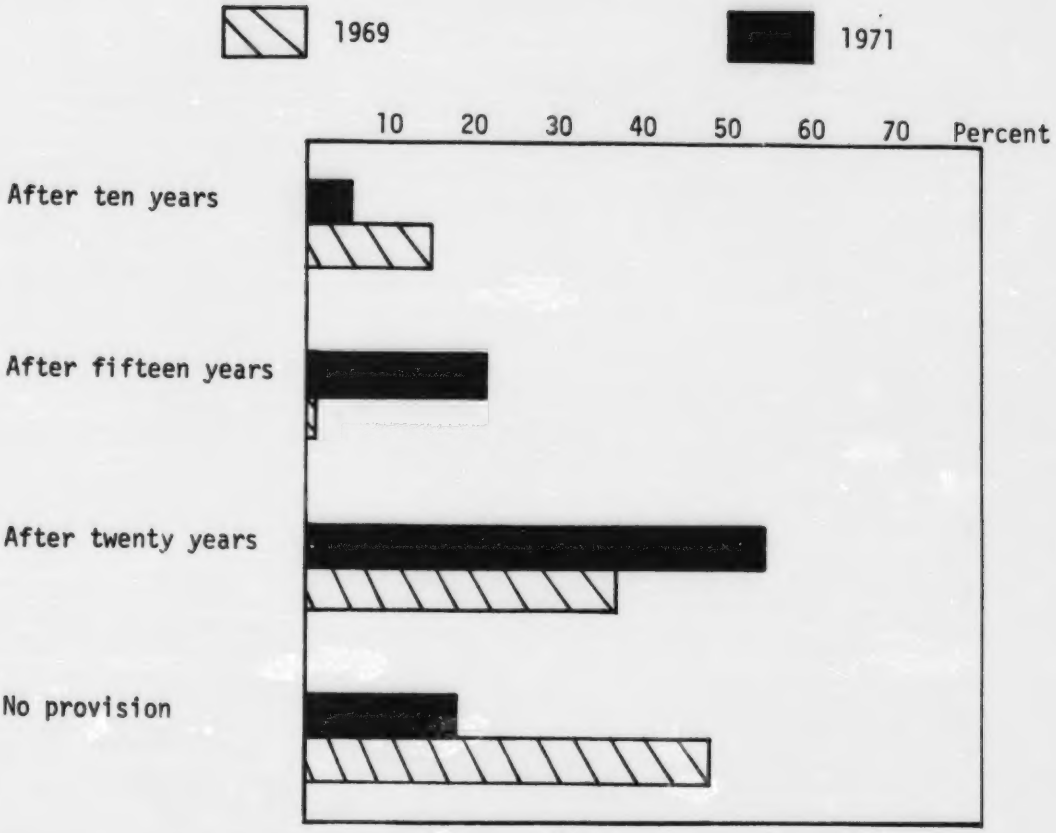


CHART 12: Industrial Safety

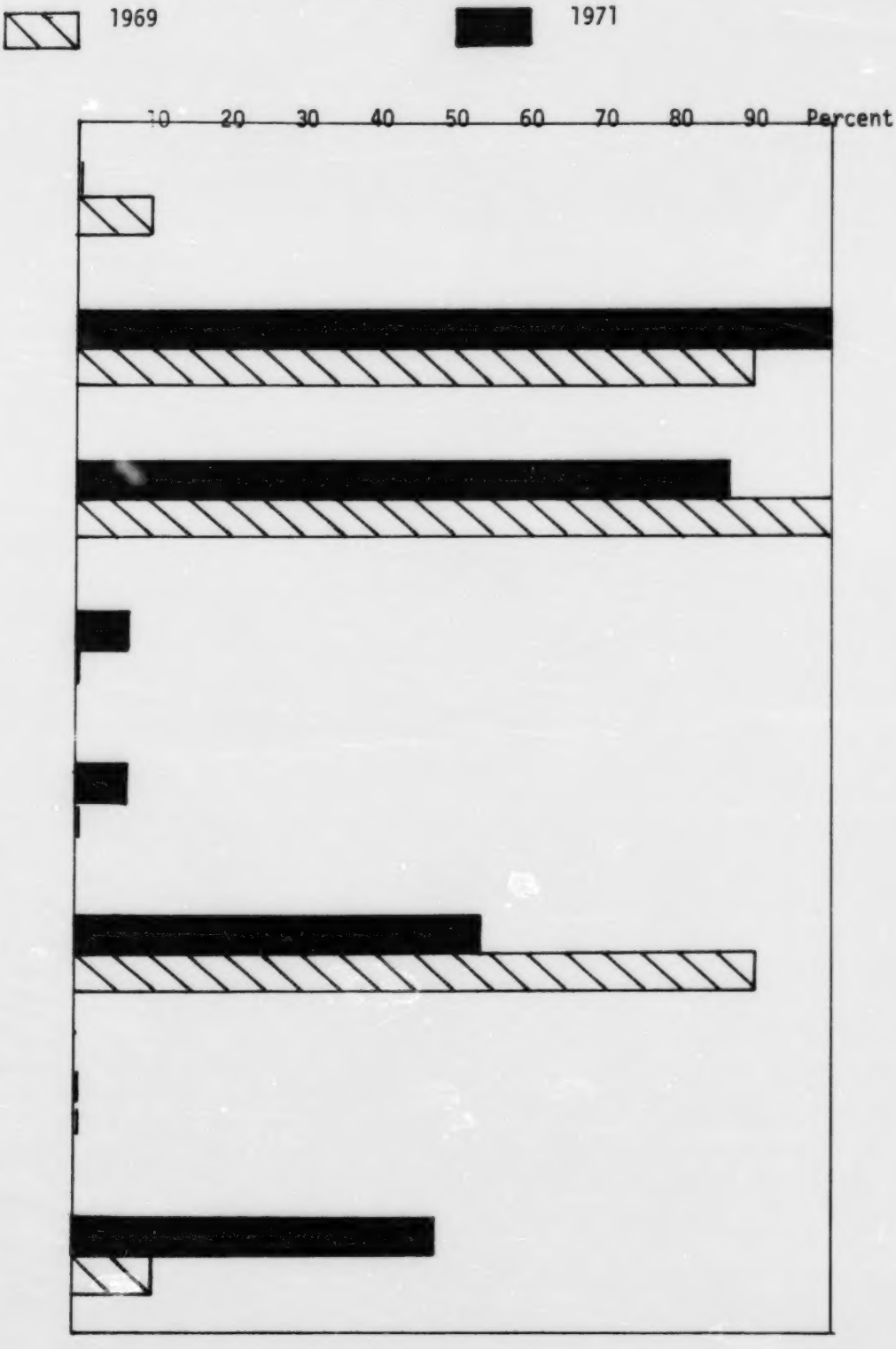


CHART 13: Fringe Benefits

Paid Rest Periods

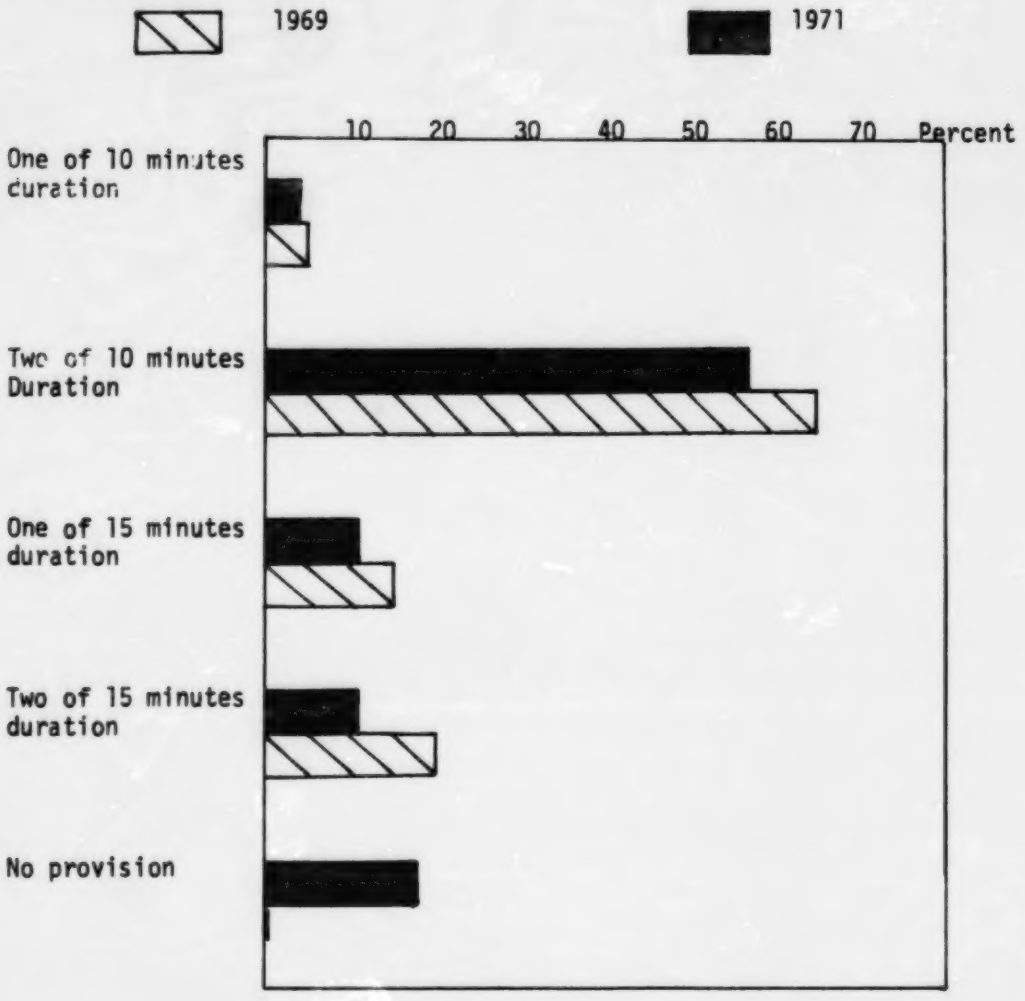


CHART 13: (cont'd) Fringe Benefits

Notice of Layoff

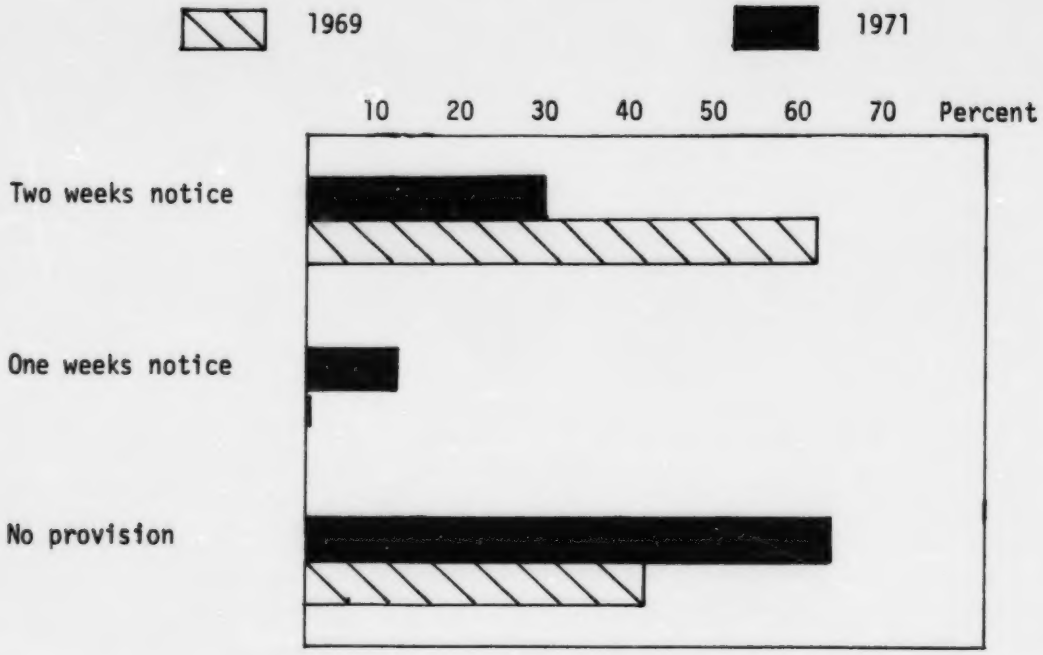


CHART 13: (cont'd) Fringe Benefits

Paid Sick Leave

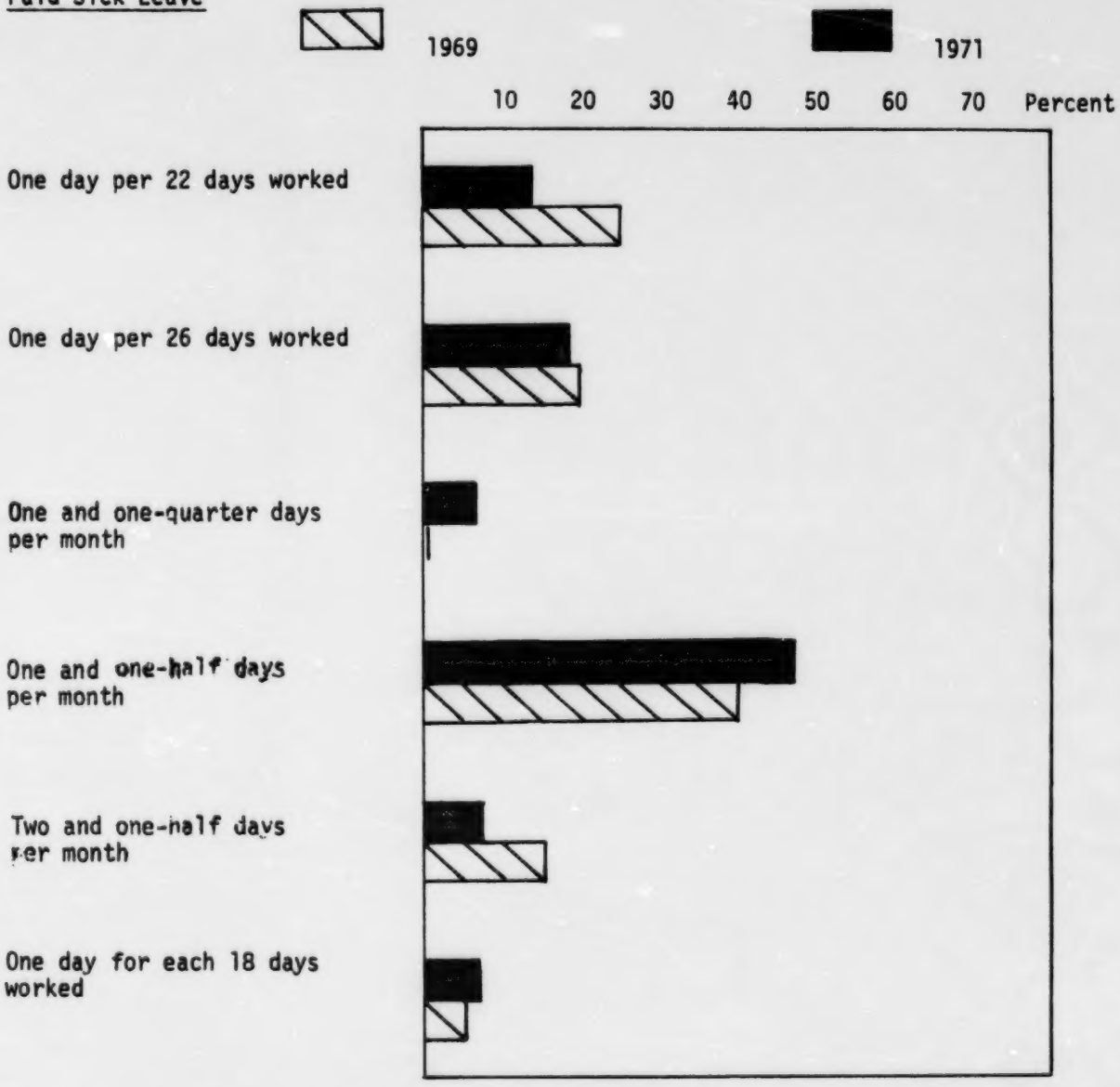


CHART 13: (cont'd) Fringe Benefits

Paid Sick Leave - Secondary Benefits

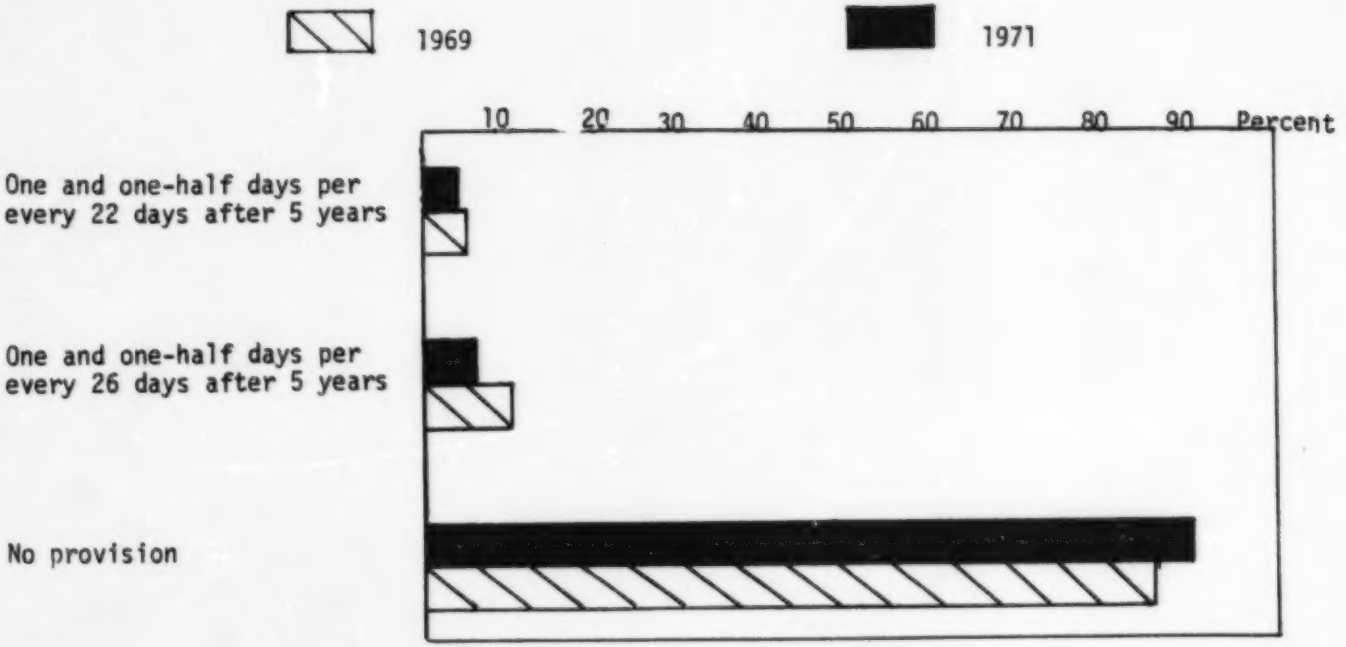


CHART 13: (cont'd) Fringe Benefits

Paid Sick Leave - Time Requisite

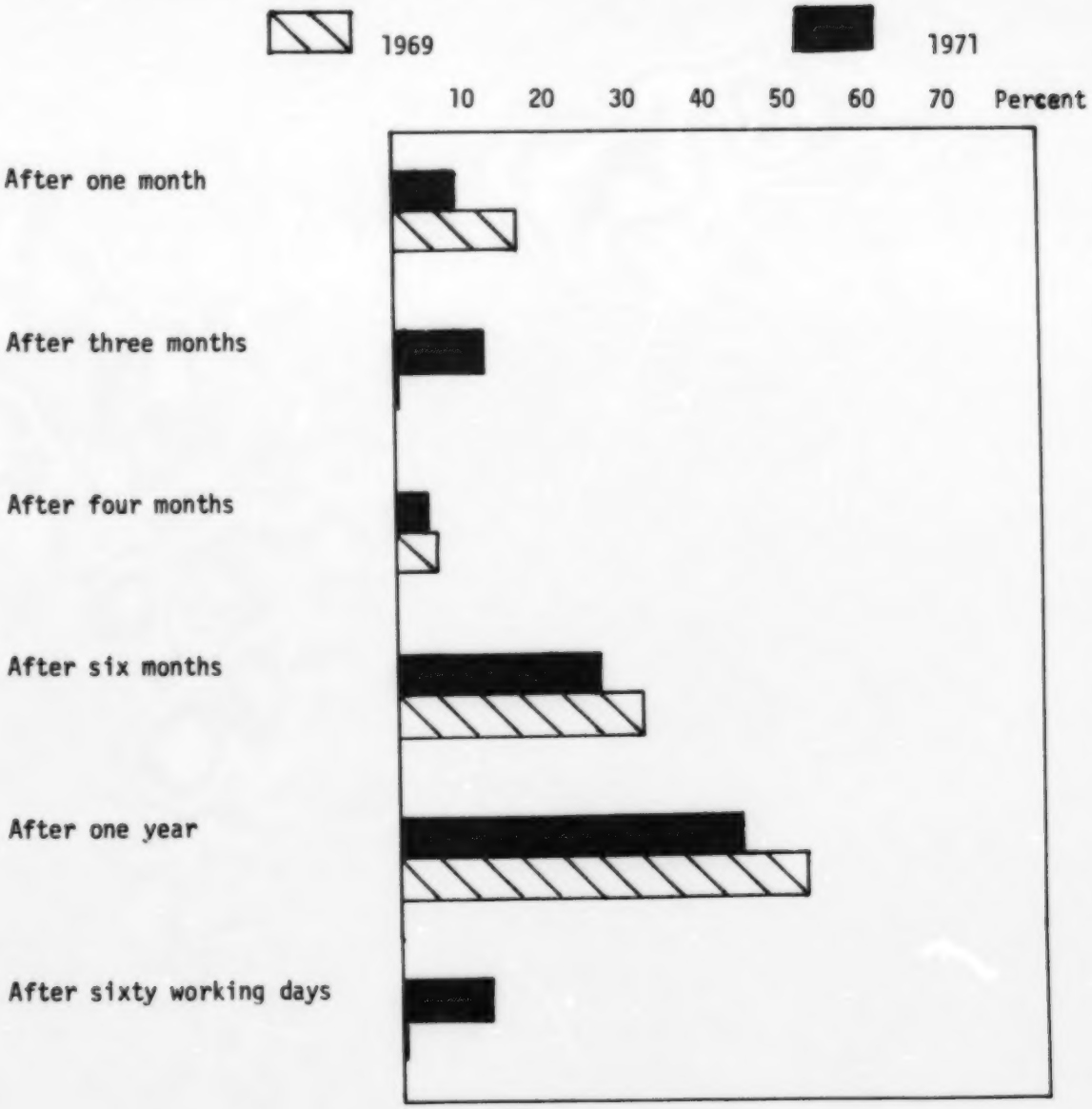


CHART 13: (cont'd) **Fringe Benefits**

Paid Sick Leave - Cumulative to

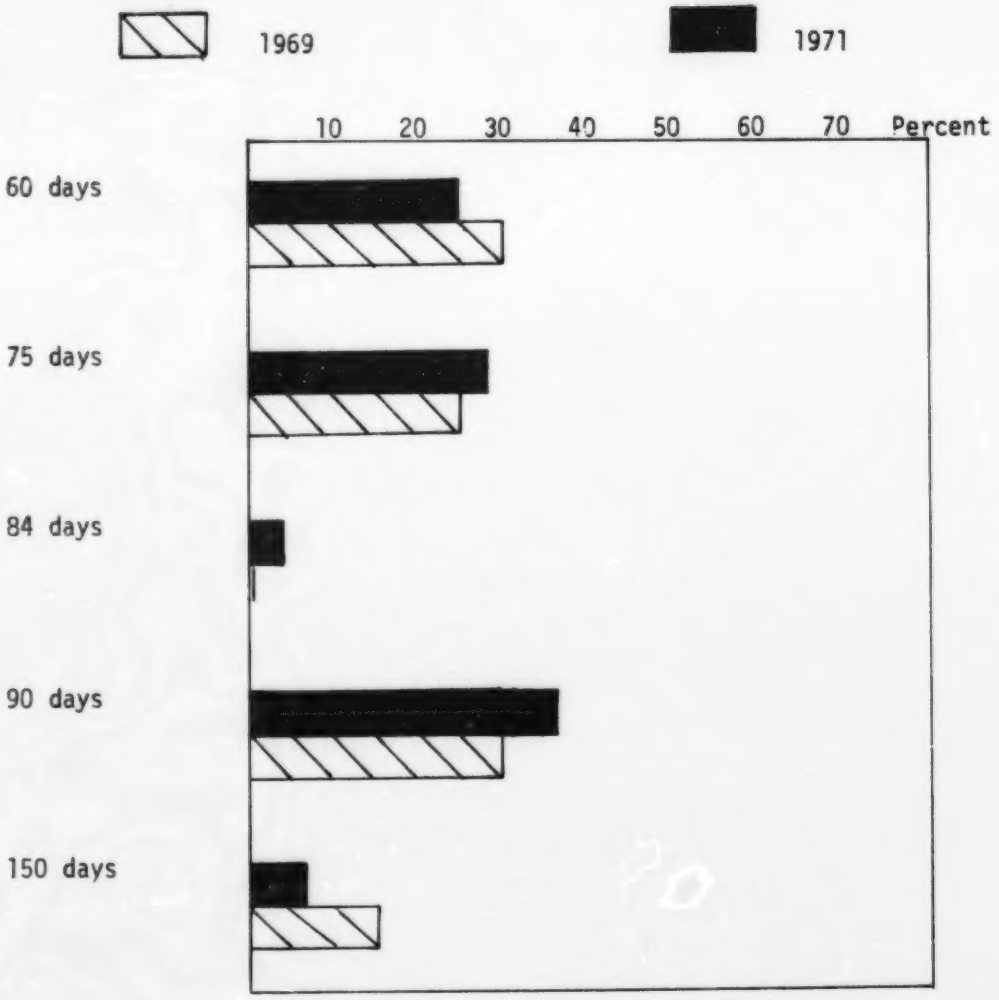


TABLE 1: TERM OF AGREEMENT

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
One Year	4	14.3	78	4.5
More than one but less than two	-	-	-	-
Two Years	22	78.6	1524	88.8
Three Years	2	7.1	115	6.7
TOTAL	28	100.0	1717	100.0

TABLE 2: SECURITY PROVISIONS

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Open Shop	-	-	-	-
Union Shop	18	64.3	853	49.7
Modified Union Shop	1	3.6	65	3.8
Rand Formula	8	28.5	749	43.6
See Agreement[4]	1	3.6	50	2.9
TOTAL	28	100.0	1717	100.0

[4] One agreement provides union shop for present and future members and rand formula for old members.

TABLE 3: CHECK-OFF

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Compulsory for all employees with closed or union shop	16	57.2	779	45.4
Compulsory for all employees without closed or union shop	9	32.1	807	47.0
Compulsory for union members	2	7.1	66	3.8
Voluntary and irrevocable	1	3.6	65	3.8
TOTAL	28	100.0	1717	100.0

TABLE 4: SENIORITY RECOGNITION

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Where practical	-	-	-	-
Promotions only	-	-	-	-
Layoffs and rehirings	-	-	-	-
Layoffs, promotions and rehirings	3	10.7	133	7.8
Layoffs, rehirings and vacations	7	25.0	254	14.8
Layoffs, promotions, rehirings and vacations	15	53.6	1162	67.6
Layoffs, promotions and vacations	2	7.1	133	7.8
Vacations only	1	3.6	35	2.0
TOTAL	28	100.0	1717	100.0

TABLE 5: SENIORITY UNIT

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Unit not stated	12	42.8	882	51.4
Craft or occupation	3	10.7	65	3.8
Department (Classification)	13	46.5	770	44.8
Plant	-	-	-	-
No provision	-	-	-	-
TOTAL	28	100.0	1717	100.0

TABLE 6: PERMANENT EMPLOYEE QUALIFICATION

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
One month	2	7.2	77	4.5
Two months	10	35.7	342	19.9
Three months	11	39.2	943	55.0
Four months	2	7.2	77	4.5
Five months	-	-	-	-
Six months	3	10.7	278	16.1
TOTAL	28	100.0	1717	100.0

TABLE 7: GRIEVANCE PROCEDURE

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Method of Grievance Procedure				
Written	8	28.6	278	16.2
Oral	20	71.4	1439	83.8
Not specifically stated	-	-	-	-
TOTAL	28	100.0	1717	100.0
Length of Time to Initiate Grievance				
24 hours	2	7.1	132	7.7
48 hours	8	28.6	688	40.1
3 days	3	10.7	148	8.6
5 days	2	7.1	115	6.7
Not specifically stated	13	46.5	634	36.9
TOTAL	28	100.0	1717	100.0
Complainant's Status				
Suspended at discretion of employer, re-imbursement if exonerated	10	35.7	766	44.6
Appeal after dismissal where discharge is involved	2	7.1	165	9.6
No Provision	16	57.2	786	45.8
TOTAL	28	100.0	1717	100.0

NOTE: Twenty-five agreements call for a three member arbitration board while the remaining three provide for either a three member board or a single umpire.

TABLE 8: NORMAL WORK WEEK

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
40 hours (including one-half hour meal period)	24	85.8	1205	70.2
37½ hours (including one-half hour meal period)	2	7.1	272	15.8
40 hours (including 20 minutes meal period)	2	7.1	240	14.0
TOTAL	28	100.0	1717	100.0
Application of Work Week				
5 consecutive days where possible with 2 consecutive days off	14	50.0	747	43.5
5 days per week	9	32.1	332	19.4
1 weekend off per month	3	10.7	380	22.1
No more than 7 consecutive days with one day off	1	3.6	250	14.5
No provision	1	3.6	8	0.5
TOTAL	28	100.0	1717	100.0

TABLE 9: OVERTIME RATES

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Overtime Rates After Daily or Weekly Hours				
Straight time	-	-	-	-
Time and one-half	20	71.4	1184	69.3
See agreement[5]	8	28.6	533	30.7
TOTAL	28	100.0	1717	100.0
Overtime Rates on Saturday				
Time and one-half	23	82.1	1470	85.6
See agreement[6]	5	17.9	247	14.4
TOTAL	28	100.0	1717	100.0

[5] All 28 agreements specify a premium rate of time and one-half for hours worked in excess of normal daily or weekly hours. Five agreements in addition to this provision, provide for the choice of time and one-half or an amount of time off equal to the length of overtime worked, at the option of the employee, while three agreements provide for time and one-half followed by a higher rate.

[6] All 28 agreements specify a premium rate of time and one-half for work performed on Saturday or Sunday. In addition, four agreements provide for the choice of time and one-half or an amount of time off equal to the length of overtime worked at the option of the employee, while one agreement calls for time and one-half followed by a higher rate.

TABLE 9: OVERTIME RATES (CONT'D)

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Overtime Rates on Sunday				
Time and one-half	22	78.5	1220	71.1
No provision	1	3.6	250	14.5
See agreement[7]	5	17.9	247	14.4
TOTAL	28	100.0	1717	100.0

TABLE 10: PAID HOLIDAYS PROVISION

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Requirements for Paid Statutory Holidays				
Render normal shifts prior to the following holiday	22	78.5	1539	89.6
Either workday preceding or following holiday	1	3.6	18	1.1
No provision	5	17.9	160	9.3
TOTAL	28	100.0	1717	100.0

[7] All 28 agreements specify a premium rate of time and one-half for work performed on Saturday or Sunday. In addition, four agreements provide for the choice of time and one-half or an amount of time off equal to the length of overtime worked at the option of the employee, while one agreement calls for time and one-half followed by a higher rate.

TABLE 10: PAID HOLIDAYS PROVISION (CONT'D)

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Paid Statutory Holidays				
8 per year	-	-	-	-
9 per year	3	10.7	138	8.1
10 per year	22	78.6	1431	83.3
11 per year	3	10.7	148	8.6
TOTAL	28	100.0	1717	100.0
Pay Rates for Holidays Worked				
Double time	15	53.6	980	57.0
Double time or equal time off	2	7.1	32	1.9
Double time and one-half	1	3.6	250	14.6
Double time and one=half or working day off with pay in lieu	5	17.9	341	19.9
Double time and one-half or one and one-half days off	2	7.1	28	1.6
Triple time	2	7.1	68	4.0
Working day off with pay in lieu	1	3.6	18	1.0
TOTAL	28	100.0	1717	100.0

TABLE 10: PAID HOLIDAYS PROVISION (CONT'D)

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Provision for Paid Holidays During Vacation				
(a) Straight time and another day off	13	46.5	726	42.3
(b) Extra day's pay	-	-	-	-
(c) Either (a) or (b)	2	7.0	272	15.8
(d) No provision	13	46.5	719	41.9
TOTAL	28	100.0	1717	100.0
Paid Holiday Falling on Days Not Normally Worked				
Observe on following Monday proclaimed by government	20	71.5	1431	83.3
Working day off with pay	2	7.1	71	4.2
Extra day's pay	-	-	-	-
No provision	6	21.4	215	12.5
TOTAL	28	100.0	1717	100.0

TABLE 11: PAID VACATIONS

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Paid Vacations - General				
Provisions for more than one week	28	100.0	1717	100.0
TOTAL	28	100.0	1717	100.0
Paid Vacations - Two Weeks				
After six months	-	-	-	-
After one year	26	92.8	1642	95.6
After five years	1	3.6	33	2.0
After six years	1	3.6	42	2.4
TOTAL	28	100.0	1717	100.0
Paid Vacations - Three Weeks				
After one year	2	7.1	272	15.8
After three years	5	17.9	448	26.1
After four years	2	7.1	28	1.6
After five years	17	60.7	911	53.1
After six years	1	3.6	42	2.5
After ten years	1	3.6	16	0.9
TOTAL	28	100.0	1717	100.0

TABLE 11: PAID VACATIONS (CONT'D)

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Paid Vacations - Four Weeks				
After ten years	3	10.7	96	5.5
After fifteen years	5	17.9	372	21.6
After twenty years	14	50.0	941	54.9
No provision	6	21.4	308	18.0
TOTAL	28	100.0	1717	100.0

TABLE 12: SHIFT PROVISION

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Regular pay plus $10.00 per month	2	7.1	272	15.8
Regular pay plus $1.00 per shift extra	2	7.1	300	17.5
Regular pay plus $1.00 per shift extra up to max. of $10.00	-	-	-	-
Regular pay plus $1.00 per shift extra up to max. of $12.00	1	3.6	80	4.7
No provision	23	82.2	1065	62.0
TOTAL	28	100.0	1717	100.0

TABLE 13: INDUSTRIAL SAFETY

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Safety Committee				
Provision for committee	-	-	-	-
No provision	28	100.0	1717	100.0
TOTAL	28	100.0	1717	100.0
Physical examination	28	100.0	1717	100.0
No provision	-	-	-	-
TOTAL	28	100.0	1717	100.0
Work Clothing				
Provided at no cost	24	85.8	1467	85.4
Provided at some cost	2	7.1	240	14.0
No provision	2	7.1	10	0.6
TOTAL	28	100.0	1717	100.0
Clothing Maintenance				
At no cost	15	53.5	1027	59.8
No provision	13	46.5	690	40.2
TOTAL	28	100.0	1717	100.0

TABLE 14: FRINGE BENEFITS

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Paid Bereavement Leave				
Three days leave	15	53.5	1023	59.6
Five days leave	13	46.5	694	40.4
TOTAL	28	100.0	1717	100.0
Paid Rest Periods				
One of 10 minutes duration	1	3.6	35	2.0
Two of 10 minutes duration	16	57.1	1062	61.9
One of 15 minutes duration	3	10.7	78	4.5
Two of 15 minutes duration	3	10.7	314	18.3
No provision	5	17.9	228	13.3
TOTAL	28	100.0	1717	100.0
Notice of Layoff				
One weeks notice	3	10.7	125	7.3
Two weeks notice	8	28.6	681	39.7
No provision	17	60.7	911	53.0
TOTAL	28	100.0	1717	100.0

TABLE 14: FRINGE BENEFITS (CONT'D)

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Medical benefits	9	32.1	364	21.2
No provision	19	67.9	1353	78.8
TOTAL	28	100.0	1717	100.0
Employer contribution to welfare plan	8	32.1	406	24.0
No provision	20	67.9	1311	76.0
TOTAL	28	100.0	1717	100.0
Unpaid maternity leave	11	39.3	842	49.0
No provision	17	60.7	875	51.0
TOTAL	28	100.0	1717	100.0
Unpaid leave of absence (union business)	9	32.1	607	35.4
No provision	19	67.9	1110	64.6
TOTAL	28	100.0	1717	100.0

TABLE 14: FRINGE BENEFITS (CONT'D)

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Call-Out Pay Guarantee				
Two hours	1	3.6	18	1.0
Three hours	6	21.4	687	40.0
Four hours	1	3.6	6	0.4
No provision	20	71.4	1006	58.6
TOTAL	28	100.0	1717	100.0
Job posting	13	46.5	921	53.6
No provision	15	53.5	796	46.4
TOTAL	28	100.0	1717	100.0
Paid Sick Leave				
One day per 22 days worked	4	14.3	239	13.9
One day per 26 days worked	5	17.9	148	8.6
One and one-quarter per month	2	7.1	240	14.0
One and one-half days per month	13	46.5	750	43.7
Two and one-half days per month	2	7.1	272	15.8
One day for each 18 days worked	2	7.1	68	4.0
TOTAL	28	100.0	1717	100.0

TABLE 14: FRINGE BENEFITS (CONT'D)

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Paid Sick Leave - Secondary Benefits				
One and one-half days per every 22 days worked after 5 years	1	3.6	73	4.3
One and one-half days per every 26 days worked after 5 years	2	7.1	100	5.8
No provision	25	89.3	1544	89.9
TOTAL	28	100.0	1717	100.0
Paid Sick Leave - Time Requisite				
After 60 working days	3	10.7	205	11.9
After one month	2	7.1	272	15.9
After three months	3	10.7	290	16.9
After four months	1	3.6	42	2.5
After six months	7	25.0	418	24.3
After one year	12	42.9	490	28.5
TOTAL	28	100.0	1717	100.0
Paid Sick Leave - Cumulative to				
60 days	7	25.0	268	15.6
75 days	8	28.6	461	26.8
84 days	1	3.6	90	5.2
90 days	10	35.7	626	36.5
150 days	2	7.1	272	15.9
TOTAL	28	100.0	1717	100.0

TABLE 15: BASE RATE INCREASE

	Lowest Wage Paid		Base Rate Increase	
	1969 ($)	1971 ($)	1969 (%)	1971 (%)
Male	1.35	1.49	8.9*	14.2
Female	1.29	1.45	8.9*	16.4

NOTE: The 1969 base rate increase of 8.9 percent represented an all-employee figure and did not record data by sex.

The annual base wage increase is calculated as a percentage of the lowest wage paid in all agreements and therefore is expressed as an average.

SALARY RANGES

FOR

NOVA SCOTIA HOSPITALS

SALARY RANGES FOR NOVA SCOTIA HOSPITALS

Job Classification: Halifax Region	1971 MINIMUM	MAXIMUM
1. General Worker (female)	245.00	300.00
2. General Worker (male)	265.00	320.00
3. Nursing Aide	265.00	320.00
4. Housemother	270.00	325.00
5. Seamstress	275.00	330.00
6. Stores Clerk	286.00	335.00
7. General Maintenance Worker	365.00	420.00
8. Plumber, Electrician	630.00	685.00
9. Cabinet Maker	485.00	540.00
10. Carpenter	420.00	475.00
11. Painter	420.00	475.00
12. Cook	295.00	350.00
13. Cook's Helper	265.00	320.00
14. General Maintenance Helper	330.00	385.00

SALARY RANGES FOR NOVA SCOTIA HOSPITALS

Job Classification: Cape Breton Region	1971 MINIMUM	1971 MAXIMUM
1. Boiler Attendant (firemen & maintenance)	370.00	440.00
2. Cook's Assistant	256.00	326.00
3. Pastry Cook	250.00	320.00
4. Maid (Dietary, Laundry, Housekeeping)	230.00	300.00
5. Sewing Room Helper	235.00	305.00
6. Seamstress	256.00	326.00
7. General Utility	265.00	335.00
8. Heavy Housecleaner	246.00	316.00
9. Engine Operators (3rd Class)	430.00	500.00
10. Engine Operators (4th Class)	415.00	485.00
11. Maintenance Man (Tradesmen)	410.00	480.00
12. Maintenance Man (Non-Tradesmen)	352.00	422.00
13. Washerman	310.00	380.00

SALARY RANGES FOR NOVA SCOTIA HOSPITALS

Job Classification: Remainder of Nova Scotia	1971 MINIMUM	MAXIMUM
1. Utility Worker (male)	289.00	318.00
2. Utility Worker (female)	282.00	306.00
3. Cook 3	377.00	412.00
4. Cook 2	323.00	350.00
5. Cook 1	310.00	337.00
6. Cook's Helper	295.00	325.00
7. Maintenance Man	460.00	497.00
8. Fireman # 3	454.00	485.00
9. Fireman # 4	430.00	456.00
10. Night Watchman	318.00	383.00
11. C.S.R. Aide	295.00	330.00
12. Ward Nursing Aide	305.00	345.00
13. Washerman	305.00	340.00
14. Engine Operator 4	420.00	475.00

S E C T I O N II

NURSES STAFF ASSOCIATION

TABLE 1: TERM OF AGREEMENT

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
One Year	8	72.7	647	86.6
Two Years	3	27.3	100	13.4
TOTAL	11	100.0	747	100.0

TABLE 2: SECURITY PROVISION

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Union Shop	5	45.4	379	50.7
Rand Formula	5	45.4	322	43.1
Open Shop	1	9.2	46	6.2
TOTAL	11	100.0	747	100.0

TABLE 3: CHECK-OFF

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Compulsory for all employees with closed or union shop	5	45.4	379	50.7
Compulsory for all employees without closed or union shop	6	54.6	368	49.3
TOTAL	11	100.0	747	100.0

TABLE 4: SENIORITY RECOGNITION

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Vacations	3	27.3	282	37.8
Promotions and Vacations	3	27.3	86	11.5
Promotions, Vacations and Rehirings	5	45.4	379	50.7
TOTAL	11	100.0	747	100.0

TABLE 5: SENIORITY UNIT

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Unit Not Stated	3	27.2	205	27.5
Craft or Occupation	7	63.6	465	62.2
No Provision	1	9.2	77	10.3
TOTAL	11	100.0	747	100.0

TABLE 6: PERMANENT EMPLOYEE QUALIFICATION

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Three Months	7	63.6	470	62.9
Four Months	2	18.2	78	10.5
Six Months	2	18.2	199	26.6
TOTAL	11	100.0	747	100.0

TABLE 7: GRIEVANCE PROCEDURE

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Method of Initiating Grievance				
Oral	10	90.9	701	93.8
Written	1	9.1	46	6.2
TOTAL	11	100.0	747	100.0
Length of Time to Initiate Grievance				
Three Working Days	1	9.1	159	21.2
Not Specifically Stated	9	81.8	542	72.6
Ten Working Days	1	9.1	46	6.2
TOTAL	11	100.0	747	100.0

TABLE 8: NORMAL WORK WEEK

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
40 hours (Including one-half hour meal period)	4	36.4	176	23.6
40 hours (Including 50 minute break for dinner and coffee)	7	63.6	571	76.4
TOTAL	11	100.0	747	100.0

TABLE 8: NORMAL WORK WEEK (cont'd)

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Application of Work Week				
Five Consecutive Days - Where possible - Two Consecutive Days Off	6	54.5	416	55.7
Five Days per week	5	45.5	331	44.3
TOTAL	11	100.0	747	100.0

TABLE 9: OVERTIME RATES

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Overtime Rates After Daily or Weekly Hours				
Time and one-half	11	100.0	747	100.0
TOTAL	11	100.0	747	100.0
Overtime Rates on Saturday				
Time and one-half	11	100.0	747	100.0
TOTAL	11	100.0	747	100.0

TABLE 9: OVERTIME RATES (CONT'D)

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Overtime Rates on Sunday				
Time and one-half	11	100.0	747	100.0
TOTAL	11	100.0	747	100.0

TABLE 10: PAID STATUTORY HOLIDAYS

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Nine per Year	1	9.1	159	21.3
Ten per Year	10	90.9	588	78.7
TOTAL	11	100.0	747	100.0
Pay Rates for Holidays Worked				
Straight time and another day off	11	100.0	747	100.0
TOTAL	11	100.0	747	100.0
Requirements for Paid Holidays				
Render normal shifts prior to and following holiday	7	63.6	502	67.2
No Provision	4	36.4	245	32.8
TOTAL	11	100.0	747	100.0

TABLE 10: PAID STATUTORY HOLIDAYS (CONT'D)

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Paid Holiday Falling During Vacation				
Straight time and another day off	5	45.4	354	47.4
No Provision	6	54.6	393	52.6
TOTAL	11	100.0	747	100.0
Paid Holiday Falling On Day Not Normally Worked				
Another day off	1	9.1	159	21.3
No Provision	10	90.9	588	78.7
TOTAL	11	100.0	747	100.0

TABLE 11: PAID VACATIONS

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Paid Vacations - General				
Provision for more than one week	11	100.0	747	100.0
TOTAL	11	100.0	747	100.0

TABLE 11: PAID VACATIONS (CONT'D)

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Paid Vacations - Three Weeks				
After One Year	11	100.0	747	100.0
TOTAL	11	100.0	747	100.0
Paid Vacations - Four Weeks				
After Five Years	2	18.2	91	12.2
After Nine and One-Half Years	7	63.6	570	76.2
After Ten Years	1	9.1	40	5.4
After Fifteen Years	1	9.1	46	6.2
TOTAL	11	100.0	747	100.0

TABLE 12: SHIFT PROVISION

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
No Provision	11	100.0	747	100.0
TOTAL	11	100.0	747	100.0

TABLE 13: INDUSTRIAL SAFETY

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Physical Examination	4	36.4	322	43.1
No Provision	7	63.6	425	56.9
TOTAL	11	100.0	747	100.0
Work Clothing				
No Provision	11	100.0	747	100.0
TOTAL	11	100.0	747	100.0
Clothing Maintenance				
At No Cost to Employee	1	9.1	14	18.8
No Provision	10	90.9	733	81.2
TOTAL	11	100.0	747	100.0

TABLE 14: FRINGE BENEFITS

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Paid Bereavement Leave				
Three Days	6	54.5	368	49.3
Five Days	5	45.5	379	50.7
TOTAL	11	100.0	747	100.0

TABLE 14: FRINGE BENEFITS (CONT'D)

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Paid Rest Periods				
One of ten minutes duration	3	27.4	172	23.0
15 minutes	4	36.3	195	26.1
See agreement	4	36.3	380	50.9
TOTAL	11	100.0	747	100.0
Notice of Layoff				
Two weeks	1	9.1	40	5.4
Four weeks	10	90.9	707	94.6
TOTAL	11	100.0	747	100.0
Medical Benefits	4	36.3	132	17.6
No Provision	7	63.7	615	82.4
TOTAL	11	100.0	747	100.0
Employer Contribution to Welfare Plan	9	81.9	542	72.5
No Provision	2	18.1	205	27.5
TOTAL	11	100.0	747	100.0
Unpaid Maternity Leave	11	100.0	747	100.0
TOTAL	11	100.0	747	100.0

TABLE 14: FRINGE BENEFITS (CONT'D)

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Unpaid Leave of Absence (Union Business)	8	72.7	465	62.2
No Provision	3	27.3	282	37.8
TOTAL	11	100.0	747	100.0
Call-Out Pay Guarantee				
Two and one-half hours	1	9.1	159	21.3
Two hours	2	18.2	109	14.6
Three hours	8	72.7	479	64.1
TOTAL	11	100.0	747	100.0
Job Posting	9	81.8	661	88.5
No Provision	2	18.2	86	11.5
TOTAL	11	100.0	747	100.0
Paid Sick Leave				
One Day per 22 Worked	6	54.5	538	72.0
One and one-half days per month	5	45.5	209	28.0
TOTAL	11	100.0	747	100.0

TABLE 14: FRINGE BENEFITS (CONT'D)

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Paid Sick Leave - Secondary Benefits				
One day per every 20 days after five years	5	45.5	379	50.7
No Provision	6	54.5	368	49.3
TOTAL	11	100.0	747	100.0
Paid Sick Leave - Time Requisite				
After three months	2	18.2	91	12.2
After four months	2	18.2	78	10.5
Six months	1	9.1	40	5.3
One Year	6	54.5	538	72.0
TOTAL	11	100.0	747	100.0
Paid Sick Leave - Cumulative to				
75 days	8	72.7	556	74.4
90 days	3	27.3	191	25.6
TOTAL	11	100.0	747	100.0

CURRENT PUBLICATIONS - NOVA SCOTIA DEPARTMENT OF LABOUR

1. Directory of Labour Unions in Nova Scotia - 1971. (1971)
2. Labour Legislation in Nova Scotia - 1971. (1971)
3. Labour Organization in Nova Scotia - 1971. (1971)
4. Nova Scotia Apprenticeship Statistics - 1971. (1971)
5. Nova Scotia Department of Labour Annual Report - 1970. (1971)
6. Average Weekly Wages and Salaries in the Sixties by Industry in Nova Scotia. (1970)
7. 1970 Wage Rates, Salaries and Hours of Labour in Nova Scotia. (1971)
8. Apprenticeship Training in Nova Scotia. (1969)
9. Collective Agreement Survey - Building Trades of the Construction Industry - 1971. (1971)
10. Collective Agreement Survey - Hospitals - 1971. (1971)
11. Collective Agreement Survey - Manufacturing Industry - 1971. (1971)
12. Pilot Survey - Small Firm Wage Rates, Salaries and Hours of Labour, Nova Scotia - 1968. (1969)
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Economics and Research Division
Nova Scotia Department of Labour
P.O. Box 697
Halifax, Nova Scotia